

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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CEI 2019 Corporate Equality Index

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HUMAN RIGHTS CAMPAIGN FOUNDATION

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CORPORATE EQUALITY INDEX 2019

"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 LGBTO 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 LGBTO 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:



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Equality at the Fortune-Ranked Companies

193 OF THE FORTUNE 500-RANKED BUSINESSES ACHIEVED A

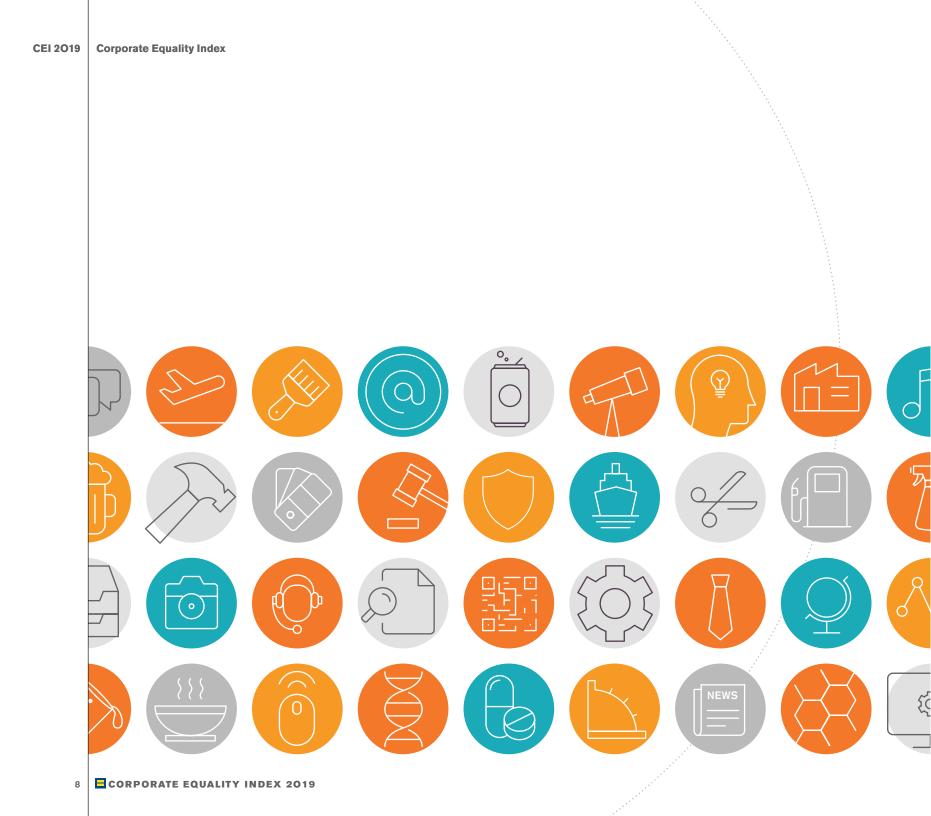
100 percent rating (compared to **230** last year), with **13** of the top **20** Fortune-ranked businesses at this top score. **93** percent of the Fortune 500 include "sexual orientation" in their nondiscrimination policies and **85** percent include "gender identity." Over half of Fortune 500 companies 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.

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

Businesses' Commitment to LGBTQ Employees

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





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 gueer employees, but only 21 states explicitly provide workplace protections on the basis of gender identity and 22 on the basis of sexual orientation. Despite this patchwork of state laws and federal guidance, private sector employers have far outpaced lawmakers in the implementation of fully inclusive nondiscrimination polices.

Sexual Orientation Protections

Criterion 1a

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

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

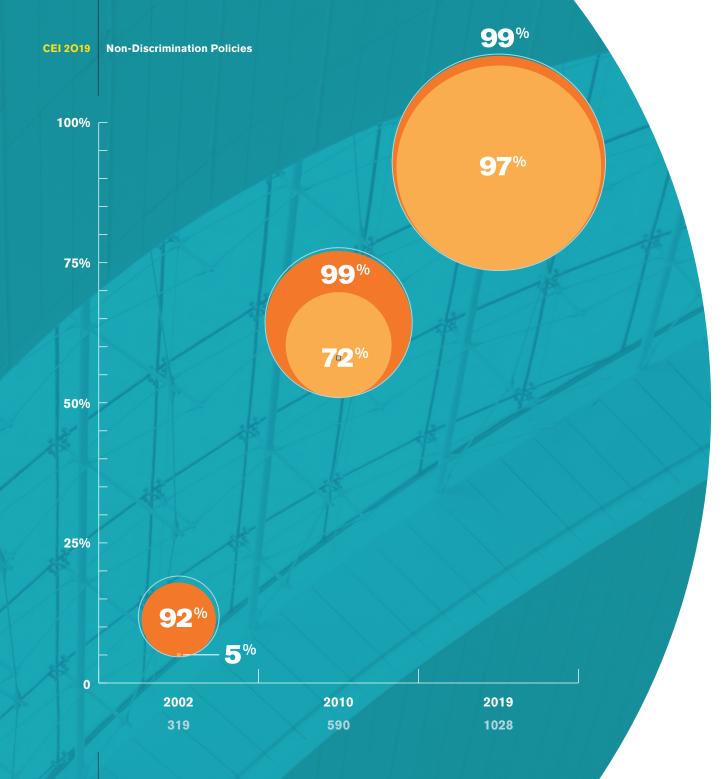
Gender Identity Protections

Criterion 1b

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

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.**



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

Equal Benefits

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

source of health care coverage. Competitive employer-provided benefits' packages are critical to attracting and retaining talent and ensuring LGBTO-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.

CEI 2019 Findings

Understanding Transgender-Inclusive Health Care Coverage

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

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

In 2009 the HRC Foundation announced a major change to what would be the 2012 CEI criteria: to earn a top rating of 100 percent, a business needed to not just mitigate one or more exclusions, but address the root problem of transgender exclusion in coverage and fully affirm health care coverage for medically necessary transition-related care and other routine and chronic conditions. The HRC Foundation embarked on a massive campaign of educational and consultative efforts to address health care and 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

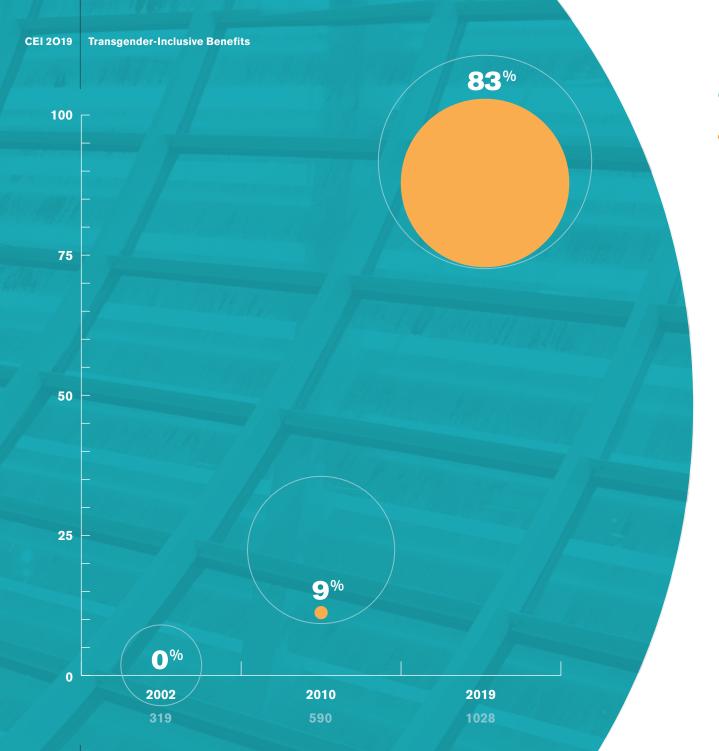
 CEI-Rated Employers Provide Equal Spousal and Partner Health Care Benefits

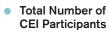
72% of this year's rated businesses provide equal spousal and partner health care benefits.

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

739% of this year's rated businesses provide affirmative transgender-inclusive health care benefits and have removed all broad exclusions to coverage across plan offerings.

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





 Percentage with Transgender-Inclusive Health Care Benefits 2019

Organizational Competency in LGBTQ Inclusion

Criterion 3a

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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**.

Business invest in organizational competency programs because:

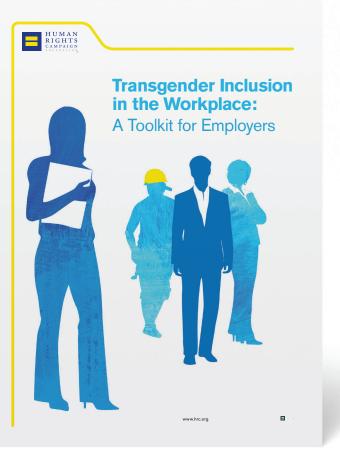
- Policy does not equal practice;
- Despite progress, nearly 50% of LGBT workers nationwide remain closeted on the job;
- Invisible diversity requires unique training focus and defined safe space programs and resources;
- Senior level buy-in and accountability metrics effect change quickly and for the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

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

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.

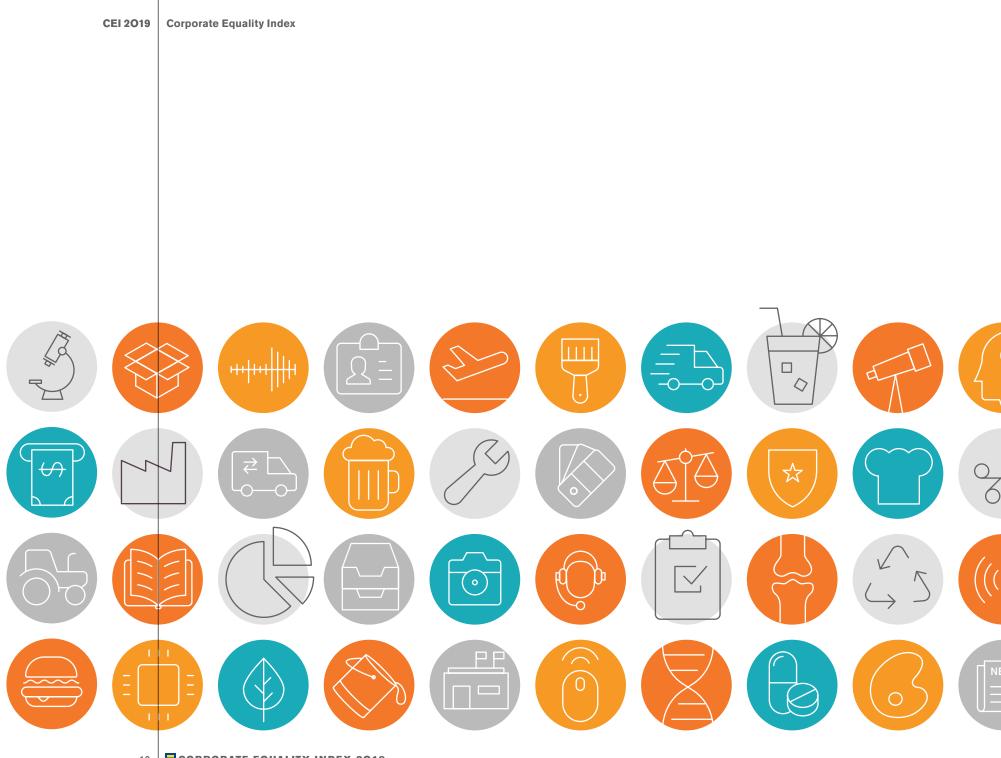
900 of CEI-rated employers have an employee resource group or diversity council that includes LGBTQ and allied employees and programming.

The Role of Allies

Employees who do not identity as LGBTQ themselves, but are invested in equality and workplace inclusion are increasing their numbers within ERG ranks. While ERGs' mission statements are specific to LGBTQ inclusion, more and more, allies are encouraged to join as membership is not limited to those who are LGBTQ but open to all supporters of equality. Of those companies with an officially recognized LGBTQ employee group, **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 LGBTO.



Public Commitment

Criterion 3c

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

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

The National LGBT Chamber of Commerce began certifying LGBTQ-owned small businesses in 2002, a process that requires substantiation of majority LGBTQ ownership in a business and verification of a business' good standing in the community. Supplier diversity initiatives are a win-win relationship for both the LGBTQ-owned small businesses and the businesses that contract them. 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.

Corporate Social Responsibility

Criterion 3d Inclusive Contractor/Supplier Non-Discrimination Standards and Philanthropic Giving Guidelines

> 78% of CEI-rated employers met the criteria of having LGBTQ inclusive contractor/supplier nondiscrimination 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 LGBTO equality at the local, state and federal levels as well as through amicus briefs with the courts because they know equality is good for business.



HRC's Business Coalition for the Equality Act is a group of over 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.

CEI 2019



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. Baver 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** Hershev 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 Lvft Inc. Macv'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 selfreporting provided through the CEI survey, we investigated and cross-checked the policies and practices of the rated businesses, any connections with organizations that engage in anti-LGBTQ activities and news accounts of possible efforts that undermine LGBTQ equality writ-large (e.g. through case law efforts or public policy lobbying actions). Employers were not rated until all appropriate information had been gathered and verified to the extent possible. Businesses were invited to provide HRC Foundation staff with any additional information or updates before this report went to print.

In total, the sources used include:

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

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

Official and Unofficial Ratings

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

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

companies for two key reasons:

To ensure the CEI is truly a benchmarking report among peers.

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

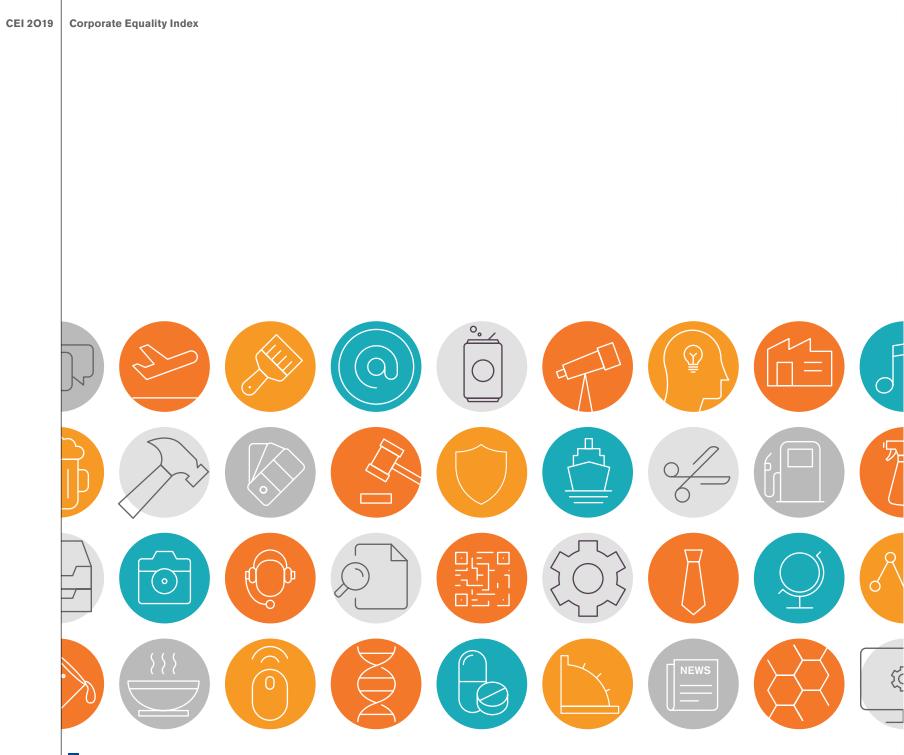
The HRC Foundation commends those employers that have committed to the public and transparent process of the CEI survey and we invite these 135 companies to do the same.

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. CEI 2019 Rating System and Methodology

Criteria

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

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





Appendix A Employers With Ratings of 100 Percent

Corporate Equality Index Rating Criteria

- 1a Prohibits discrimination based on sexual orientation for all operations (15 points)
- 1b Prohibits discrimination based on gender identity for all operations (15 points)
- 2a Equivalency in same- and different-sex spousal medical and soft benefits (10 points) (half credit for parity across some, but not all benefits)
- Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points) (half credit for parity across some, but not all benefits)
- 2e 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)
- 3 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	pendix A Employers with Ratings of 100 Percent			Criterion											Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	Зb	3c	3d	4	CEI	CEI 201	For
1a Prohibits discrimination based	3M Co.	St. Paul	MN	•	•	•	•	•	•	•	•	•	* * * * *	100	100	94
on sexual orientation for all operations (15 points)	A.T. Kearney Inc.	Chicago	IL	٠	•	٠	٠	•	٠	•	•	٠		100	100	
1b Prohibits discrimination	AbbVie Inc.	North Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	111
based on gender identity for all operations (15 points)	Abercrombie & Fitch Co.	New Albany	ОН	٠	•	٠	٠	•	٠	•	•	•		100	100	675
2a Equivalency in same- and	Accenture	New York	NY	٠	•	٠	٠	•	٠	•	•	•		100	100	
different-sex spousal medical and soft benefits (10 points)	Activision Blizzard	Santa Monica	CA	•	٠	٠	٠	٠	•	•	•	•		100		406
2b Equivalency in same- and different-	Adidas North America Inc.	Portland	OR	•	•	•	•	•	•	•	•	•		100	100	
sex domestic partner medical and soft benefits (10 points /	Adobe Systems Inc.	San Jose	CA	٠	•	٠	٠	•	٠	•	•	•		100	100	443
half credit for parity across some, but not all benefits)	ADP	Roseland	NJ	٠	•	•	•	•	•	•	•	•	* * * * *	100	100	240
2c Equal health coverage for transgender	Advanced Micro Devices Inc.	Sunnyvale	CA	٠	•	٠	٠	•	٠	•	•	•		100	100	565
individuals without exclusion for medically necessary care (10 points	AECOM	Los Angeles	CA	٠	•	•	•	•	•	•	•	•	* * * * *	100	100	161
/ half credit for inclusive coverage,	Aetna Inc.	Hartford	СТ	٠	•	٠	٠	•	•	•	•	•		100	100	43
but blanket exclusions for transition- related care remain in place)	AIG	New York	NY	٠	•	•	•	•	•	•	•	•	* * * * *	100	100	55
3a Three LGBTQ internal training and	Air Products & Chemicals Inc.	Allentown	PA	•	•	•	•	•	•	•	•	•		100	100	294
education best practices (10 points) 3b Employee group or diversity	Airbnb Inc.	San Francisco	CA	٠	•	•	•	•	•	•	•	•		100	100	
council (10 points)	Airbus Americas Inc.	Herndon	VA	•	•	•	•	•	•	•	•	•		100		
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Akamai Technologies Inc.	Cambridge	MA	٠	•	•	•	•	•	•	•	•	* - - - -	100	100	851
community, and if supplier diversity	Akerman LLP	Miami	FL	•	•	•	•	•	٠	•	•	•		100	100	94
program is in place, must include LGBTQ suppliers (15 points)	Akin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	٠	•	٠	٠	•	٠	•	•	•		100	100	29
3d Contractor/supplier non-discrimination	AlixPartners LLP	New York	NY	•	•	•	٠	•	٠	•	•	•		100	85	
standards and philanthropic giving guidelines (5 points)	AllianceBernstein LP	New York	NY	٠	•	٠	٠	•	٠	•	•	•		100	100	
	Alliant Energy Corp.	Madison	WI	•	٠	٠	٠	•	•	•	•	•		100	100	677
Ratings in Gray / Unofficial ratings of	Allianz Life Insurance Co. of North America	Minneapolis	MN	٠	•	٠	٠	•	٠	•	•	•		100	100	
the Fortune 500 companies that have not responded to repeated invitations	Ally Financial Inc.	Detroit	MI	•	٠	٠	٠	•	•	•	•	•		100	100	286
to the CEI survey. These ratings are based on publicly available information	Alston & Bird LLP	Atlanta	GA	•	•	٠	•	•	٠	•	•	•		100	100	46
as well as information submitted to HRC from unofficial LGBTQ employee	Altice USA, Inc.	Long Island City	NY	•	•	•	•	•	•	•	•	•		100		
groups or individual employees.	Altria Group Inc.	Richmond	VA	•	•	٠	•	•	٠	•	•	•		100	100	148
	Amazon.com Inc.	Seattle	WA	•	٠	•	•	•	•	•	•	•		100	100	12
	AMC Entertainment Inc.	Leawood	KS	•	•	٠	•	•	٠	•	•	•		100	100	
	Ameren Corp.	St. Louis	МО	•	٠	٠	٠	•	•	•	•	•				
	American Airlines	Fort Worth	ТΧ	•	•	٠	•	•	٠	•	•	•		100	100	
	American Express Company	New York	NY	•	٠	٠	٠	•	•	•	•	•		100	100	86
	American Express Global Business Travel	Jersey City	NJ	•	•	٠	•	•	٠	•	•	•		100	100	
	American Family Mutual Insurance Company, S.I	Madison	WI	•	٠	٠	٠	•	•	•	•	•		100	100	315
	AmerisourceBergen Corp.	Chesterbrook	PA	٠	•	•	•	•	٠	•	•	•		100	100	11
	Amgen Inc.	Thousand Oaks	CA	•	•	•	•	•	•	•	•	•		100	100	123
	Anheuser-Busch Companies Inc.	St. Louis	МО	•	•	•	•	•	٠	•	•	•		100	100	
	Anschutz Entertainment Group, Inc.	Los Angeles	CA	٠	٠	•	٠	٠	•	٠	٠	•		100		

Appendix A	Employers with Ratings of 100 Percent			Criterion											Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	8 Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	2018 CEI	For
1a Prohibits discrimination based	Anthem Inc.	Indianapolis	IN	•	•	•	•	•	٠	•	•	•		100	100	29
on sexual orientation for all operations (15 points)	Aon Corp.	Chicago	IL	٠	•	•	•	•	•	•	•	•		100	100	
1b Prohibits discrimination	Apple Inc.	Cupertino	CA	٠	•	•	•	•	•	•	•	•		100	100	3
based on gender identity for all operations (15 points)	Applied Materials Inc.	Santa Clara	CA	•	•	•	•	•	•	•	•	•		100	90	265
2a Equivalency in same- and	AQR Capital Management LLC	Greenwich	CT	•	•	•	•	•	•	•	•	•		100		
different-sex spousal medical and soft benefits (10 points)	Aramark Corp.	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100	192
2b Equivalency in same- and different-	Arconic	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	228
sex domestic partner medical and soft benefits (10 points /	Arent Fox LLP	Washington	DC	٠	•	•	•	•	•	•	•	•		100	100	109
half credit for parity across some, but not all benefits)	Armstrong Teasdale LLP	St. Louis	MO	٠	•	•	•	•	•	•	•	•		100	100	183
2c Equal health coverage for transgender	Arnold & Porter Kaye Scholer LLP	Washington	DC	٠	•	•	•	•	•	•	•	•		100	100	36
individuals without exclusion for medically necessary care (10 points	Arrow Electronics	Centennial	CO	٠	•	•	•	•	•	•	•	•		100	80	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Assurant	New York	NY	٠	•	•	•	•	•	•	•	•		100	95	
related care remain in place)	Astellas Pharma US Inc.	Northbrook	IL	٠	•	•	•	•	•	•	•	•		100	100	
3a Three LGBTQ internal training and education best practices (10 points)	Asurion LLC	Nashville	TN	٠	•	•	•	•	•	•	•	•		100		
3b Employee group or diversity	AT&T Inc.	Dallas	TX	•	•	•	•	•	•	•	•	•		100	100	9
council (10 points)	AthenaHealth Inc.	Watertown	MA	•	•	•	•	•	•	•	•	•		100	100	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Autodesk Inc.	San Rafael	CA	•	•	•	•	•	•	•	•	•		100	100	928
community, and if supplier diversity	AXA	New York	NY	٠	•	•	•	٠	•	•	•	•		100	100	
program is in place, must include LGBTQ suppliers (15 points)	Bain & Co. Inc./ Bridgespan Group	Boston	MA	٠	•	•	•	•	•	•	•	•		100	100	
3d Contractor/supplier non-discrimination	Baker & McKenzie LLP	Chicago	IL	٠	•	•	•	٠	•	•	•	•		100	100	3
standards and philanthropic giving guidelines (5 points)	Ballard Spahr LLP	Philadelphia	PA	٠	•	•	•	•	•	•	•	•		100	100	98
	Bank of New York Mellon Corp., The	New York	NY	٠	•	•	•	٠	•	•	•	•		100	100	177
Ratings in Gray / Unofficial ratings of	Bank of the West	San Francisco	CA	٠	•	•	•	•	•	•	•	•		100	90	
the Fortune 500 companies that have not responded to repeated invitations	Barclays	New York	NY	•	•	•	•	٠	•	•	•	•		100	100	
to the CEI survey. These ratings are based on publicly available information	Barilla America Inc.	Northbrook	IL	•	•	•	•	•	•	•	•	•		100	100	
as well as information submitted to HRC from unofficial LGBTQ employee	Barnes & Noble Inc.	New York	NY	٠	•	•	•	٠	•	•	•	•		100	100	555
groups or individual employees.	BASF Corp.	Florham Park	NJ	•	•	•	•	•	•	•	•	•		100	100	
	Bass, Berry & Sims PLC	Nashville	TN	•	•	•	•	•	•	•	•	•		100	100	
	Baxter International Inc.	Deerfield	IL	٠	•	•	•	•	•	•	•	•		100	100	281
	Bayer U.S. LLC	Whippany	NJ	٠	•	•	•	٠	•	•	•	•		100	100	
	Becton, Dickinson and Co.	Franklin Lakes	NJ	٠	•	•	•	•	•	•	•	•		100	100	225
	Best Buy Co. Inc.	Richfield	MN	٠	•	•	•	٠	•	•	•	•		100	100	72
	Biogen	Cambridge	MA	•	•	•	•	•	•	•	•	•		100	100	248
	Black & Veatch Holding Inc.	Overland Park	KS	•	•	•	•	•	٠	•	•	•		100	85	
	BlackRock	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	Blackstone Group LP, The	New York	NY	٠	•	•	•	•	•	•	•	•		100	85	503
	Blank Rome LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100	77
	Bloomberg LP	New York	NY	٠	•	•	٠	•	٠	•	•	•		100	100	

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Appendix A	A Employers with Ratings of 100 Percent		Criterion										R	Rating		
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c :	Sd 4	4	CEI 2	CE 3	For
1a Prohibits discrimination based	Blue Cross & Blue Shield of Rhode Island	Providence	RI	•	•	•	•	•	•	•	•	•		100	100	
on sexual orientation for all operations (15 points)	Blue Cross Blue Shield of Massachusetts	Boston	MA	٠	•	٠	•	•	٠	•	•	•		100	100	
1b Prohibits discrimination	Blue Shield of California	San Francisco	CA	٠	•	٠	•	•	٠	•	•	•		100	100	
based on gender identity for all operations (15 points)	BlueCross BlueShield of Tennessee	Chattanooga	TN	٠	•	٠	•	•	•	•	•	•		100	80	
2a Equivalency in same- and	BMO Bankcorp Inc.	Chicago	IL	٠	•	٠	•	•	•	•	•	•		100	100	
different-sex spousal medical and soft benefits (10 points)	BNP Paribas	New York	NY	٠	•	٠	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different-	Boehringer Ingelheim USA Corp.	Ridgefield	СТ	٠	•	٠	•	•	•	•	•	•		100	100	
sex domestic partner medical and soft benefits (10 points /	Boies Schiller Flexner LLP	New York	NY	٠	•	٠	•	•	•	•	•	•		100	100	85
half credit for parity across some, but not all benefits)	Booz Allen Hamilton Inc.	McLean	VA	٠	•	٠	•	•	•	•	•	•		100	100	481
2c Equal health coverage for transgender	Boston Consulting Group	Boston	MA	٠	•	٠	•	•	•	•	•	•		100	100	
individuals without exclusion for medically necessary care (10 points	Boston Scientific Corp.	Marlborough	MA	٠	•	٠	•	•	•	•	•	•		100	100	327
/ half credit for inclusive coverage, but blanket exclusions for transition-	Box Inc.	Redwood City	CA	٠	•	٠	•	•	•	•	•	•		100	80	
related care remain in place)	BP America Inc.	Houston	ТΧ	٠	•	٠	•	•	•	•	•	•		100	100	
3a Three LGBTQ internal training and education best practices (10 points)	Broadridge Financial Solutions Inc.	Lake Success	NY	٠	•	٠	•	•	٠	•	•	•		100	100	749
3b Employee group or diversity	Brown Brothers Harriman & Co.	New York	NY	٠	•	٠	•	•	•	•	•	•		100	90	
council (10 points)	Brown Rudnick LLP	Boston	MA	٠	•	٠	•	•	•	•	•	•		100	100	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Brown-Forman Corp.	Louisville	KY	٠	•	٠	•	•	•	•	•	•		100	100	713
community, and if supplier diversity program is in place, must include	Bryan Cave Leighton Paisner LLP	St. Louis	MO	٠	•	٠	•	•	•	•	•	•		100	100	59
LGBTQ suppliers (15 points)	Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	٠	•	٠	•	•	•	•	•	•		100	95	112
3d Contractor/supplier non-discrimination standards and philanthropic	Buckley LLP	Washington	DC	٠	•	٠	•	•	•	•	•	•		100	100	
giving guidelines (5 points)	Burger King Corp.	Miami	FL	٠	•	٠	•	•	•	•	•	•		100	95	
	Buzzfeed	New York	NY	٠	•	٠	•	•	•	•	•	•		100		
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Cadwalader, Wickersham & Taft LLP	New York	NY	٠	•	٠	•	•	•	•	•	•		100	100	86
not responded to repeated invitations	Caesars Entertainment Corp.	Las Vegas	NV	٠	•	٠	•	•	٠	•	•	•		100	100	541
to the CEI survey. These ratings are based on publicly available information	Caleres	St. Louis	MO	٠	•	٠	•	•	٠	•	•	•		100	100	790
as well as information submitted to HRC from unofficial LGBTQ employee	Cambia Health Solutions Inc.	Portland	OR	٠	•	٠	•	•	٠	•	•	•		100	100	
groups or individual employees.	Campbell Soup Co.	Camden	NJ	•	•	٠	•	•	•	•	•	•		100	100	339
	Capgemini America, INC	Houston	ТΧ	٠	•	٠	•	•	٠	•	•	•		100	90	
	Capital Group Companies Inc., The	Los Angeles	CA	٠	•	٠	•	•	٠	•	•	•		100	100	
	Capital Markets Company NV, The	New York	NY	٠	•	٠	•	•	٠	•	•	•		100	100	
	Capital One Financial Corp.	McLean	VA	٠	•	٠	•	•	٠	•	•	•		100	100	100
	Cardinal Health Inc.	Dublin	ОН	٠	•	٠	•	•	٠	•	•	•		100	100	15
	Cargill Inc.	Wayzata	MN	•	•	٠	•	•	•	•	•	•		100	100	
	Cargo Transporters Inc.	Claremont	NC	•	•	•	•	•	•	•	•	•		100	75	
	Carlton Fields P.A.	Tampa	FL	•	•	•	•	•	٠	•	•	•		100	100	156
	Carlyle Group LP, The	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	869
	CarMax Inc.	Richmond	VA	٠	•	•	•	•	٠	•	•	•		100	100	174
	Carnival Corp.	Miami	FL	•	٠	•	٠	٠	•	٠	•	•		100	100	

Appendix A	Employers with Ratings of 100 Percent		-	Criterion										Rati				
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	18 I Rating	Fortune 1000						
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	2018 CEI	For		
1a Prohibits discrimination based	CBRE Inc.	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100	100	214		
on sexual orientation for all operations (15 points)	CBS Corp.	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	193		
1b Prohibits discrimination	CDW Corp.	Lincolnshire	IL	•	•	٠	•	•	٠	•	•	•		100	100	199		
based on gender identity for all operations (15 points)	Celanese Corp.	Irving	ТΧ	•	•	٠	•	•	٠	•	•	•		100	90	484		
2a Equivalency in same- and different-sex spousal medical	Celgene Corp.	Summit	NJ	•	•	٠	•	•	•	•	•	•		100	75	254		
and soft benefits (10 points)	CenturyLink Inc.	Monroe	LA	•	•	٠	•	•	•	•	•	•		100	95	160		
2b Equivalency in same- and different- sex domestic partner medical	Cerner Corp.	North Kansas City	МО	•	•	٠	•	•	٠	•	•	•		100	90	530		
and soft benefits (10 points /	Chapman and Cutler LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	143		
half credit for parity across some, but not all benefits)	Charles Schwab & Co. Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	357		
2c Equal health coverage for transgender	Chevron Corp.	San Ramon	CA	•	•	٠	•	•	•	•	•	•		100	100	19		
individuals without exclusion for medically necessary care (10 points	Choate, Hall & Stewart LLP	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	127		
/ half credit for inclusive coverage, but blanket exclusions for transition-	Chobani	Norwich	NY	•	•	٠	•	•	•	•	•	•		100				
related care remain in place)	Choice Hotels International Inc.	Rockville	MD	•	•	٠	•	•	٠	•	•	•		100	100			
3a Three LGBTQ internal training and education best practices (10 points)	Chubb Ltd.	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100			
3b Employee group or diversity	CIGNA Corp.	Bloomfield	CT	•	•	٠	•	•	٠	•	•	•		100	100	70		
council (10 points)	Cisco Systems Inc.	San Jose	CA	•	•	٠	•	•	•	•	•	•		100	100	60		
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Citigroup Inc.	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	30		
community, and if supplier diversity program is in place, must include	Citrix Systems Inc.	Fort Lauderdale	FL	•	•	٠	•	•	•	•	•	•		100	100	661		
LGBTQ suppliers (15 points)	Cleary Gottlieb Steen & Hamilton LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	22		
3d Contractor/supplier non-discrimination standards and philanthropic	Clorox Co., The	Oakland	CA	•	•	٠	•	•	•	•	•	•		100	100	453		
giving guidelines (5 points)	CME Group Inc.	Chicago	IL	•	•	٠	•	•	٠	•	•	•		100	95	633		
	CNA Financial Corporation	Chicago	IL	•	•	٠	•	•	•	•	•	•		100	100			
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Coca-Cola Co., The	Atlanta	GA	•	•	٠	•	•	٠	•	•	•		100	100	64		
not responded to repeated invitations	Colgate-Palmolive Co.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	182		
to the CEI survey. These ratings are based on publicly available information	Comerica Inc.	Dallas	ТΧ	•	•	٠	•	•	٠	•	•	•		100	100	736		
as well as information submitted to HRC from unofficial LGBTQ employee	Compass Bancshares Inc. (BBVA Compass)	Birmingham	AL	•	•	•	•	•	•	•	•	•		100	100			
groups or individual employees.	Conagra Brands Inc.	Chicago	IL	•	•	٠	•	•	٠	•	•	•		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		159		
	CUNA Mutual Group	Madison	WI	•	•	•	•	•	•	•	•	•		100	100			
	Cushman & Wakefield Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100				
	Danaher Corp.	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	144		

CORPORATE EQUALITY INDEX 2019

Appendix A	Employers with Ratings of 100 Percent							Crite	erion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CEI CEI	CE 2	For
1a Prohibits discrimination based	Danone North America	White Plains	NY	•	•	٠	•	•	٠	•	•	•		100		
on sexual orientation for all operations (15 points)	Day Pitney LLP	Parsippany	NJ	•	•	٠	•	•	•	•	•	•		100	100	160
1b Prohibits discrimination	Dechert LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100	34
based on gender identity for all operations (15 points)	Dell Technologies Inc.	Round Rock	ТΧ	•	•	٠	•	•	٠	•	•	•		100	100	41
2a Equivalency in same- and	Deloitte LLP	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	
different-sex spousal medical and soft benefits (10 points)	Dentons US LLP	Washington	DC	•	•	٠	•	•	٠	•	•	•		100	100	
2b Equivalency in same- and different-	Depository Trust & Clearing Corp., The	New York	NY	•	•	٠	•	•	٠	•	•	•		100	95	
sex domestic partner medical and soft benefits (10 points /	Deutsche Bank	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	
half credit for parity across some, but not all benefits)	Diageo North America	Norwalk	СТ	•	•	٠	•	•	٠	•	•	•		100	100	
2c Equal health coverage for transgender	Dickinson Wright PLLC	Detroit	MI	•	•	٠	•	•	٠	•	•	•		100	100	131
individuals without exclusion for medically necessary care (10 points	Digitas	Boston	MA	•	•	٠	•	•	٠	•	•	•		100	100	
/ half credit for inclusive coverage,	Discover Financial Services	Riverwoods	IL	•	•	٠	•	•	•	•	•	•		100	100	277
but blanket exclusions for transition- related care remain in place)	DLA Piper	Baltimore	MD	•	•	•	•	•	•	•	•	•		100	100	4
3a Three LGBTQ internal training and	Dominion Energy	Richmond	VA	•	•	٠	•	•	٠	•	•	•		100	75	238
education best practices (10 points) 3b Employee group or diversity	Dorsey & Whitney LLP	Minneapolis	MN	•	•	•	•	•	٠	•	•	•		100	100	102
council (10 points)	Dow Chemical Co., The	Midland	MI	•	•	•	•	•	•	•	•	•		100	100	62
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Dropbox Inc.	San Francisco	CA	•	•	٠	•	•	٠	•	•	•		100	100	
community, and if supplier diversity	Duane Morris LLP	Philadelphia	PA	•	•	٠	•	•	٠	•	•	•		100	100	73
program is in place, must include LGBTQ suppliers (15 points)	Duke Energy Corp.	Charlotte	NC	•	•	٠	•	•	٠	•	•	•		100	100	121
3d Contractor/supplier non-discrimination	Dun & Bradstreet Corp., The	Short Hills	NJ	•	•	٠	•	•	٠	•	•	•		100	100	
standards and philanthropic giving guidelines (5 points)	Dunkin' Brands Group Inc.	Canton	MA	•	•	٠	•	•	٠	•	•	•		100	90	
	Dykema Gossett PLLC	Detroit	MI	•	•	٠	•	•	٠	•	•	•		100	100	137
Ratings in Gray / Unofficial ratings of	E&J Gallo Winery	Modesto	CA	•	•	٠	•	•	٠	•	•	•		100	100	
the Fortune 500 companies that have not responded to repeated invitations	E*TRADE Financial Corp.	New York	NY	•	•	٠	•	•	٠	•	•	•		100	80	930
to the CEI survey. These ratings are based on publicly available information	E. I. du Pont de Nemours and Co. (DuPont)	Wilmington	DE	•	•	٠	•	•	•	•	•	•		100	100	113
as well as information submitted to	EAB	Washington	DC	•	•	٠	•	•	٠	•	•	•		100	100	
HRC from unofficial LGBTQ employee groups or individual employees.	Eastern Bank Corp.	Boston	MA	•	•	٠	•	•	٠	•	•	•		100	100	
	Eastman Kodak Co.	Rochester	NY	•	•	٠	•	•	•	•	•	•		100	100	
	Eaton Corp.	Cleveland	ОН	•	•	٠	•	•	•	•	•	•		100	100	
	eBay Inc.	San Jose	CA	•	•	٠	•	•	٠	•	•	•		100	100	310
	Ecolab Inc.	St. Paul	MN	•	•	٠	•	•	•	•	•	•		100	100	211
	Edison International	Rosemead	CA	•	•	٠	•	•	•	•	•	•		100	100	235
	Edward Jones	St. Louis	МО	•	•	٠	•	•	٠	•	•	•		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	МО	•	•	٠	•	•	٠	•	•	•		100	100	139
	Ernst & Young LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	Estée Lauder Companies Inc., The	New York	NY	٠	٠	•	٠	٠	•	٠	٠	•		100	100	253

Appendix A	Employers with Ratings of 100 Percent							Crite	rion						Rating	1
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	8 Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	2018 CEI	For
1a Prohibits discrimination based	Eversheds Sutherland (US) LLP	Atlanta	GA	•	•	٠	•	•	•	•	•	٠		100	100	
on sexual orientation for all operations (15 points)	Exelon Corp.	Chicago	IL	•	•	٠	•	•	•	•	•	•		100	100	89
1b Prohibits discrimination	Expedia Group	Bellevue	WA	•	•	٠	•	•	•	•	•	•		100	100	317
based on gender identity for all operations (15 points)	Experian Americas	Costa Mesa	CA	•	•	٠	•	•	•	•	•	•		100		
2a Equivalency in same- and	Express Scripts Holding Company	St. Louis	MO	•	•	•	•	•	•	•	•	•		100	100	22
different-sex spousal medical and soft benefits (10 points)	Facebook Inc.	Menlo Park	CA	•	•	•	•	•	•	•	•	•		100	100	98
2b Equivalency in same- and different-	FactSet Research Systems Inc.	Norwalk	СТ	•	•	•	•	•	•	•	•	•		100	100	
sex domestic partner medical and soft benefits (10 points /	Faegre Baker Daniels	Chicago	IL	•	•	٠	•	•	•	•	•	•		100	100	68
half credit for parity across some, but not all benefits)	Farmers Insurance Group	Woodland Hills	CA	•	•	•	•	•	•	•	•	•		100	90	
2c Equal health coverage for transgender	Federal Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	•	•	•	•	•	•	•	•	•		100	100	39
individuals without exclusion for medically necessary care (10 points	Federal National Mortgage Association (Fannie Mae)	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	20
/ half credit for inclusive coverage, but blanket exclusions for transition-	Federal Reserve Bank of Boston	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
related care remain in place)	Federal Reserve Bank of Chicago	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
3a Three LGBTQ internal training and education best practices (10 points)	Federal Reserve Bank of Cleveland	Cleveland	ОН	•	•	•	•	•	•	•	•	•		100	100	
3b Employee group or diversity	Federal Reserve Bank of Minneapolis	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100		
council (10 points)	Federal Reserve Bank of New York	New York	NY	•	•	•	•	•	•	•	•	•		100	90	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Federal Reserve Bank of Philadelphia	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	90	
community, and if supplier diversity program is in place, must include	Federal Reserve Bank of Richmond	Richmond	VA	•	•	•	•	•	•	•	•	•		100	100	
LGBTQ suppliers (15 points)	Federal Reserve Bank of San Francisco	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
3d Contractor/supplier non-discrimination standards and philanthropic	Federal Reserve Bank of St Louis	Saint Louis	МО	•	•	•	•	•	•	•	•	•		100	100	
giving guidelines (5 points)	Fenwick & West LLP	Mountain View	CA	•	•	•	•	•	•	•	•	•		100	100	
	Fidelity National Information Services Inc.	Jacksonville	FL	•	•	•	•	•	•	•	•	•		100	100	301
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Fifth Third Bancorp	Cincinnati	ОН	•	•	•	•	•	•	•	•	•		100	100	
not responded to repeated invitations	Financial Industry Regulatory Authority Inc.	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	
to the CEI survey. These ratings are based on publicly available information	Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	107
as well as information submitted to HRC from unofficial LGBTQ employee	First American Financial Corp.	Santa Ana	CA	•	•	•	•	•	•	•	•	•		100	100	464
groups or individual employees.	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

Appendix A	Employers with Ratings of 100 Percent							Crite	rion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	8 Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	CEI 201	For
1a Prohibits discrimination based	Frost Brown Todd LLC	Cincinnati	ОН	•	•	٠	•	•	٠	•	•	•		100	100	129
on sexual orientation for all operations (15 points)	Galloway, Johnson, Tompkins, Burr & Smith PLC	New Orleans	LA	•	•	٠	•	•	•	•	•	•		100	90	
1b Prohibits discrimination	GameStop Corp.	Grapevine	ТΧ	•	•	٠	•	•	•	•	•	•		100	100	321
based on gender identity for all operations (15 points)	Gannett Co. Inc.	Mclean	VA	•	•	٠	•	•	•	•	•	•		100	100	
2a Equivalency in same- and different-sex spousal medical	Gap Inc.	San Francisco	CA	•	•	٠	•	•	•	•	•	•		100	100	178
and soft benefits (10 points)	Gartner Inc.	Stamford	СТ	•	•	٠	•	•	•	•	•	•		100	100	821
2b Equivalency in same- and different-	GE Appliances	Louisville	KY	•	•	٠	•	•	•	•	•	•		100	100	
sex domestic partner medical and soft benefits (10 points /	Genentech Inc.	South San Francisco	CA	•	•	٠	•	•	•	•	•	•		100	100	
half credit for parity across some, but not all benefits)	General Mills Inc.	Minneapolis	MN	•	•	٠	•	•	•	•	•	•		100	100	165
2c Equal health coverage for transgender	General Motors Co.	Detroit	MI	•	•	٠	•	•	•	•	•	•		100	100	8
individuals without exclusion for medically necessary care (10 points	Genworth Financial Inc.	Richmond	VA	•	•	٠	•	•	•	•	•	•		100	100	329
/ half credit for inclusive coverage, but blanket exclusions for transition-	GIANT Food Stores, LLC	Carlisle	PA	•	•	٠	•	•	•	•	•	•		100		
related care remain in place)	Giant of Maryland, LLC	Landover	MD	•	•	٠	•	•	•	•	•	•		100		
3a Three LGBTQ internal training and education best practices (10 points)	Gilead Sciences Inc.	Foster City	CA	•	•	٠	•	•	•	•	•	•		100	100	92
3b Employee group or diversity	GlaxoSmithKline LLC	Research Triangle Park	NC	•	•	٠	•	•	•	•	•	•		100	100	
council (10 points)	GODADDY Inc.	Scottsdale	AZ	•	•	٠	•	•	•	•	•	•		100	90	980
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Goldman Sachs Group Inc., The	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	78
community, and if supplier diversity program is in place, must include	Goodwin Procter LLP	Boston	MA	•	•	٠	•	•	•	•	•	•		100	100	30
LGBTQ suppliers (15 points)	Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	•	•	٠	•	•	•	•	•	•		100	100	103
3d Contractor/supplier non-discrimination standards and philanthropic	Grant Thornton LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
giving guidelines (5 points)	Groupon Inc.	Chicago	IL	•	•	٠	•	•	•	•	•	•		100	100	704
	Guardian Life Insurance Co. of America, The	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	218
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Hallmark Cards Inc.	Kansas City	MO	•	•	٠	•	•	•	•	•	•		100	100	
not responded to repeated invitations	Hannaford Supermarkets	Scarborough	ME	•	•	٠	•	•	•	•	•	•		100		
to the CEI survey. These ratings are based on publicly available information	Hanover Insurance Group Inc.	Worcester	MA	•	•	٠	•	•	•	•	•	•		100	100	517
as well as information submitted to HRC from unofficial LGBTQ employee	Harris Corp.	Melbourne	FL	•	•	٠	•	•	•	•	•	•		100	100	363
groups or individual employees.	Hartford Financial Services Group Inc., The	Hartford	СТ	•	•	٠	•	•	•	•	•	•		100	100	153
	Harvard Pilgrim Health Care Inc.	Wellesley	MA	•	•	٠	•	•	•	•	•	•		100	100	
	Haynes and Boone LLP	Dallas	ТΧ	•	•	٠	•	•	•	•	•	•		100	95	89
	Health Care Service Corp.	Chicago	IL	•	•	٠	•	•	•	•	•	•		100	100	
	Henry Schein Inc.	Melville	NY	•	•	٠	•	•	•	•	•	•		100	100	243
	Herman Miller Inc.	Zeeland	MI	•	•	٠	•	•	•	•	•	•		100	100	874
	Hershey Co., The	Hershey	PA	•	•	٠	•	•	•	•	•	•		100	100	369
	Hertz Global Holdings Inc.	Estero	FL	•	•	•	•	•	٠	•	•	•		100	95	296
	Hilton Inc.	McLean	VA	•	•	٠	•	•	•	•	•	•		100	100	241
	Hinshaw & Culbertson LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	134
	Hogan Lovells US LLP	Washington	DC	•	•	٠	•	•	•	•	•	•		100	100	7
	Holland & Knight LLP	Brandon	FL	•	٠	•	•	•	٠	•	•	•		100	100	42

Appendix A Employers with Ratings of 100 Percent

Appendix A	Employers with Ratings of 100 Percent					.		Crite	erion						Rating	
				15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	CEI	Foi
1a Prohibits discrimination based	Horizon Healthcare Services Inc.	Newark	NJ	•	•	•	•	•	•	•	•	٠		100	85	
on sexual orientation for all operations (15 points)	HSBCUSA	New York	NY	٠	•	٠	•	•	٠	•	•	•		100	100	
1b Prohibits discrimination	Humana Inc.	Louisville	KY	٠	•	٠	•	•	٠	•	•	•		100	100	53
based on gender identity for all operations (15 points)	Huntington Bancshares Inc.	Columbus	ОН	٠	•	٠	•	•	•	•	•	•		100	100	610
2a Equivalency in same- and	Huron Consulting Group Inc.	Chicago	IL	٠	•	•	•	•	•	•	•	•		100	100	
different-sex spousal medical and soft benefits (10 points)	Husch Blackwell LLP	St. Louis	MO	٠	•	٠	•	•	•	•	•	•		100	100	100
2b Equivalency in same- and different-	Hyatt Hotels Corp.	Chicago	IL	٠	•	•	•	•	•	•	•	•		100	100	552
sex domestic partner medical and soft benefits (10 points /	Hyundai Motor America	Fountain Valley	CA	٠	•	٠	•	٠	•	•	•	•		100	100	
half credit for parity across some, but not all benefits)	IAC/InterActiveCorp.	New York	NY	٠	•	•	•	•	٠	•	•	•		100	100	705
2c Equal health coverage for transgender	IBM Corp.	Armonk	NY	٠	•	•	٠	•	٠	•	•	•		100	100	32
individuals without exclusion for medically necessary care (10 points	Ice Miller LLP	Indianapolis	IN	•	•	•	•	•	٠	•	•	•		100	85	
/ half credit for inclusive coverage, but blanket exclusions for transition-	IHS Markit Ltd.	New York	NY	٠	•	•	٠	•	٠	•	•	•		100	90	
related care remain in place)	IKEA Holding US Inc.	Conshohocken	PA	٠	•	•	٠	•	٠	•	•	•		100	100	
3a Three LGBTQ internal training and education best practices (10 points)	Indeed Inc.	Austin	ТХ	٠	•	•	٠	•	٠	•	•	٠		100	100	
3b Employee group or diversity	Intel Corp.	Santa Clara	CA	•	•	•	٠	•	٠	•	•	•		100	100	47
council (10 points)	InterContinental Hotels Group Americas	Atlanta	GA	٠	•	•	٠	•	٠	•	•	٠		100	100	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	International Flavors & Fragrances	New York	NY	٠	•	•	•	•	٠	•	•	•		100		711
community, and if supplier diversity	Interpublic Group of Companies Inc.	New York	NY	٠	•	•	٠	•	٠	•	•	٠		100	100	
program is in place, must include LGBTQ suppliers (15 points)	Intuit Inc.	Mountain View	CA	٠	•	•	•	•	٠	•	•	•		100	100	527
3d Contractor/supplier non-discrimination standards and philanthropic	Iron Mountain Inc.	Boston	MA	٠	•	•	٠	•	٠	•	•	٠		100	100	649
giving guidelines (5 points)	J. Crew Group Inc.	New York	NY	٠	•	•	•	•	٠	•	•	٠		100		826
	Jacobs Engineering Group Inc.	Pasadena	CA	٠	•	•	٠	•	٠	•	•	٠		100	35	259
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Janus Henderson Investors	Denver	CO	•	•	•	٠	•	٠	•	•	•		100		
not responded to repeated invitations	Jenner & Block LLP	Chicago	IL	٠	•	•	٠	•	٠	•	•	٠		100	100	76
to the CEI survey. These ratings are based on publicly available information	JLL	Chicago	IL	٠	•	•	•	•	٠	•	•	•		100	100	391
as well as information submitted to HRC from unofficial LGBTQ employee	John Hancock Financial Services Inc.	Boston	MA	٠	•	•	٠	•	٠	•	•	٠		100	100	
groups or individual employees.	Johnson & Johnson	New Brunswick	NJ	٠	•	•	٠	•	٠	•	•	•		100	100	35
	JPMorgan Chase & Co.	New York	NY	٠	•	•	٠	•	٠	•	•	٠		100	100	21
	K&L Gates LLP	Pittsburgh	PA	٠	•	•	٠	•	٠	•	•	•		100	100	32
	Kaiser Permanente	Oakland	CA	٠	•	•	٠	•	٠	•	•	٠		100	100	
	Katten Muchin Rosenman LLP	Chicago	IL	٠	•	•	٠	•	٠	•	•	•		100	100	62
	Kelley Drye & Warren LLP	New York	NY	•	•	•	٠	•	٠	•	•	٠		100	100	124
	Kellogg Co.	Battle Creek	MI	•	•	•	•	•	•	•	•	•		100	100	216
	Kelly Services Inc.	Тгоу	MI	•	•	•	•	•	•	•	•	•		100	100	490
	KeyBank	Cleveland	OH	٠	•	•	•	•	٠	•	•	•		100	100	
	Kilpatrick Townsend & Stockton LLP	Atlanta	GA	٠	•	٠	•	•	•	•	•	•		100	100	80
	Kimpton Hotel & Restaurant Group LLC	San Francisco	CA	٠	•	•	•	•	٠	•	•	•		100	100	
	King & Spalding LLP	Atlanta	GA	•	•	•	•	•	•	٠	•	•		100	100	23

Appendix A	Employers with Ratings of 100 Percent							Crite	erion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	18 I Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CEI CEI	2018 CEI	For
1a Prohibits discrimination based	Kirkland & Ellis LLP	Chicago	IL	•	•	٠	•	•	•	•	•	•		100	100	1
on sexual orientation for all operations (15 points)	KKR & Co. LP	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	656
1b Prohibits discrimination	Korn/Ferry International	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100		
based on gender identity for all operations (15 points)	KPMG LLP	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	
2a Equivalency in same- and	Kraft Heinz Company, The	Chicago	IL	•	•	٠	•	•	•	•	•	•		100	90	106
different-sex spousal medical and soft benefits (10 points)	Kroger Co., The	Cincinnati	ОН	•	•	٠	•	•	٠	•	•	•		100	95	18
2b Equivalency in same- and different-	Kutak Rock LLP	Omaha	NE	•	•	•	•	•	•	•	•	•		100	100	128
sex domestic partner medical and soft benefits (10 points /	L Brands Inc.	Columbus	ОН	•	•	٠	•	•	٠	•	•	•		100	100	220
half credit for parity across some, but not all benefits)	Laboratory Corporation of America Holdings	Burlington	NC	•	•	•	•	•	•	•	•	•		100	100	290
2c Equal health coverage for transgender	Lane Powell PC	Seattle	WA	•	•	٠	•	•	٠	•	•	•		100	100	199
individuals without exclusion for medically necessary care (10 points	Latham & Watkins LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	2
/ half credit for inclusive coverage,	Legg Mason Inc.	Baltimore	MD	•	•	٠	•	•	٠	•	•	•		100	95	783
but blanket exclusions for transition- related care remain in place)	Lendlease Americas Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
3a Three LGBTQ internal training and	LENOVO (UNITED STATES) INC.	Morrisville	NC	•	•	٠	•	•	٠	•	•	•		100	100	
education best practices (10 points) 3b Employee group or diversity	Leo Burnett Company Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
council (10 points)	Levi Strauss & Co.	San Francisco	CA	•	•	٠	•	•	٠	•	•	•		100	100	542
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Lexmark International Inc.	Lexington	KY	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity	Liberty Mutual Group	Boston	MA	•	•	٠	٠	٠	•	•	•	•		100	100	75
program is in place, must include LGBTQ suppliers (15 points)	Lincoln National Corp.	Radnor	PA	•	•	•	•	•	•	•	•	•		100	100	207
3d Contractor/supplier non-discrimination	LinkedIn	Sunnyvale	CA	•	•	٠	٠	٠	•	•	•	•		100	100	
standards and philanthropic giving guidelines (5 points)	Lions Gate Entertainment Corp.	Santa Monica	CA	•	•	•	•	•	•	•	•	•		100		
	Littler Mendelson PC	San Francisco	CA	•	•	•	•	•	٠	•	•	•		100	100	65
Ratings in Gray / Unofficial ratings of	Live Nation Entertainment Inc.	Beverly Hills	CA	•	•	•	•	•	•	•	•	•		100	100	330
the Fortune 500 companies that have not responded to repeated invitations	Locke Lord LLP	Dallas	ТΧ	•	•	٠	•	•	٠	•	•	•		100	100	67
to the CEI survey. These ratings are based on publicly available information	Lockheed Martin Corp.	Bethesda	MD	•	•	•	•	•	•	•	•	•		100	100	56
as well as information submitted to HRC from unofficial LGBTQ employee	Loeb & Loeb LLP	Los Angeles	CA	•	•	٠	•	•	٠	•	•	•		100	90	108
groups or individual employees.	L'Oréal USA Inc.	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	
	Lowenstein Sandler LLP	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	115
	Lowe's Companies Inc.	Mooresville	NC	•	•	٠	•	•	•	•	•	•		100	75	40
	Lyft Inc.	San Francisco	CA	•	•	٠	•	•	٠	•	•	•		100	100	
	M&T Bank Corp.	Buffalo	NY	•	•	٠	•	•	•	•	•	•		100	95	455
	Macquarie Group Ltd.	New York	NY	•	•	٠	•	•	٠	•	•	•		100	85	
	Macy's Inc.	Cincinnati	ОН	•	•	•	•	•	•	•	•	•		100	100	110
	Mallinckrodt LLC	Hazelwood	MO	•	•	٠	•	•	٠	•	•	•		100	100	
	Manatt, Phelps & Phillips LLP	Los Angeles	CA	٠	•	٠	•	•	٠	•	•	•		100	100	105
	ManpowerGroup	Milwaukee	WI	•	•	٠	•	•	٠	•	•	•		100	100	146
	Marriott International Inc.	Bethesda	MD	٠	•	٠	•	•	٠	•	•	•		100	100	163
	Marsh & McLennan Companies Inc.	New York	NY	٠	٠	•	٠	٠	•	٠	•	•		100	100	210

Appendix A	Employers with Ratings of 100 Percent		-					Crite	rion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	CE 30	Foi
1a Prohibits discrimination based	Massachusetts Mutual Life Insurance Co.	Springfield	MA	•	•	•	•	•	•	•	•	•		100	100	77
on sexual orientation for all operations (15 points)	Mastercard	Purchase	NY	•	•	٠	•	•	٠	•	•	•		100	100	267
1b Prohibits discrimination	Mayer Brown LLP	Chicago	IL	•	•	٠	•	•	٠	•	•	•		100	100	18
based on gender identity for all operations (15 points)	McDermott Will & Emery LLP	Chicago	IL	•	•	٠	•	•	٠	•	•	•		100	100	38
2a Equivalency in same- and	McDonald's Corp.	Oak Brook	IL	•	•	٠	•	•	٠	•	•	•		100	100	112
different-sex spousal medical and soft benefits (10 points)	McKesson Corp.	San Francisco	CA	•	•	٠	•	•	٠	•	•	•		100	100	5
2b Equivalency in same- and different-	McKinsey & Co. Inc.	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	
sex domestic partner medical and soft benefits (10 points /	Medallia Inc.	San Mateo	CA	•	•	٠	•	•	٠	•	•	•		100	100	
half credit for parity across some, but not all benefits)	Medidata Solutions Inc.	New York	NY	•	•	•	•	•	٠	•	•	•		100		
2c Equal health coverage for transgender	Merck	Kenilworth	NJ	•	•	٠	•	•	٠	•	•	•		100	100	69
individuals without exclusion for medically necessary care (10 points	Mesirow Financial Holdings Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	90	
/ half credit for inclusive coverage, but blanket exclusions for transition-	MetLife Inc.	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	42
related care remain in place)	MGM Resorts International	Las Vegas	NV	•	•	•	•	•	•	•	•	•		100	95	
3a Three LGBTQ internal training and education best practices (10 points)	Michael Best & Friedrich LLP	Milwaukee	WI	•	•	٠	•	•	•	•	•	•		100	100	173
3b Employee group or diversity	Microsoft Corp.	Redmond	WA	•	•	٠	•	•	٠	•	•	•		100	100	28
council (10 points)	MillerCoors LLC	Chicago	IL	•	•	٠	•	•	•	•	•	•		100	100	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	88
community, and if supplier diversity program is in place, must include	Mitchell Gold + Bob Williams	Taylorsville	NC	•	•	٠	٠	•	•	•	•	•		100	100	
LGBTQ suppliers (15 points)	Montgomery McCracken Walker & Rhoads LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100		
3d Contractor/supplier non-discrimination standards and philanthropic	Moody's Corp.	New York	NY	•	•	٠	٠	•	•	•	•	•		100	100	631
giving guidelines (5 points)	Moore & Van Allen PLLC	Charlotte	NC	•	•	•	•	•	•	•	•	•		100	100	150
	Morgan Stanley	New York	NY	•	•	٠	٠	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Morningstar Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
not responded to repeated invitations	Morris, Manning & Martin LLP	Atlanta	GA	•	•	٠	٠	•	•	•	•	•		100	100	176
to the CEI survey. These ratings are based on publicly available information	Morrison & Foerster LLP	San Francisco	CA	•	•	٠	•	•	•	•	•	•		100	100	28
as well as information submitted to HRC from unofficial LGBTQ employee	Motorola Solutions Inc.	Chicago	IL	•	•	٠	•	•	٠	•	•	•		100	95	433
groups or individual employees.	MSLGROUP Americas	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	MUFG Union Bank, N.A.	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	
	Munger, Tolles & Olson LLP	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100	100	126
	NASDAQ Inc.	New York	NY	•	•	٠	•	•	٠	•	•	•		100	85	620
	Nationwide	Columbus	ОН	•	•	٠	•	•	٠	•	•	•		100	100	
	Navigant Consulting Inc.	Chicago	IL	•	•	٠	•	•	٠	•	•	•		100	100	
	NCR Corp.	Duluth	GA	•	•	٠	•	•	٠	•	•	•		100	100	409
	Nestlé Purina PetCare Co.	St. Louis	МО	•	•	•	•	•	•	•	•	•		100	100	
	Nestlé USA Inc.	Glendale	CA	•	•	•	•	•	٠	•	•	•		100	95	
	Netflix Inc.	Los Gatos	CA	•	•	٠	•	•	•	•	•	•		100	100	314
	New York Life Insurance Co.	New York	NY	•	•	٠	•	•	٠	•	•	•		100	95	65
	Nielsen	New York City	NY	٠	٠	•	•	•	٠	•	•	•		100	100	

Appendix A	Employers with Ratings of 100 Percent							Crite	rion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	19 I Rating	l8 I Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	2018 CEI	For
1a Prohibits discrimination based	Nike Inc.	Beaverton	OR	•	•	•	•	•	•	•	•	٠		100	100	88
on sexual orientation for all operations (15 points)	Nixon Peabody LLP	Boston	MA	•	•	٠	•	•	•	•	•	•		100	100	70
1b Prohibits discrimination	Nokia Inc.	Irving	ТΧ	•	•	٠	•	•	•	•	•	•		100	100	
based on gender identity for all operations (15 points)	Nordstrom Inc.	Seattle	WA	•	•	٠	•	•	•	•	•	•		100	100	188
2a Equivalency in same- and	Northern Trust Corp.	Chicago	IL	•	•	٠	•	•	•	•	•	•		100	100	501
different-sex spousal medical and soft benefits (10 points)	Northrop Grumman Corp.	Falls Church	VA	•	•	٠	•	•	٠	•	•	•		100	100	114
2b Equivalency in same- and different-	Northwestern Mutual Life Insurance	Milwaukee	WI	•	•	٠	•	•	•	•	•	•		100	100	97
sex domestic partner medical and soft benefits (10 points /	Norton Rose Fulbright	Houston	ΤХ	•	•	٠	•	•	•	•	•	•		100	100	10
half credit for parity across some, but not all benefits)	Nuance Communications	Burlington	MA	•	•	٠	•	•	•	•	•	•		100	80	953
2c Equal health coverage for transgender	NVIDIA Corp.	Santa Clara	CA	•	•	٠	•	•	•	•	•	•		100	100	387
individuals without exclusion for medically necessary care (10 points	Office Depot Inc.	Boca Raton	FL	•	•	٠	•	•	•	•	•	•		100	100	203
/ half credit for inclusive coverage, but blanket exclusions for transition-	Ogilvy Group Inc., The	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	
related care remain in place)	Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	•	•	٠	•	•	•	•	•	•		100	100	72
3a Three LGBTQ internal training and	O'Melveny & Myers LLP	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100	100	49
education best practices (10 points) 3b Employee group or diversity	Omnicom Group	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	179
council (10 points)	OppenheimerFunds Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Oracle Corp.	Redwood City	CA	•	•	•	•	•	•	•	•	•		100	100	81
community, and if supplier diversity	Orrick, Herrington & Sutcliffe LLP	San Francisco	CA	٠	•	٠	•	•	•	•	•	٠		100	100	35
program is in place, must include LGBTQ suppliers (15 points)	Owens Corning	Toledo	ОН	•	•	٠	•	•	•	•	•	•		100	100	458
3d Contractor/supplier non-discrimination	Patterson Belknap Webb & Tyler LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	147
standards and philanthropic giving guidelines (5 points)	Paul Hastings LLP	Los Angeles	CA	•	•	٠	•	•	•	•	•	•		100	100	26
	PayPal Holdings Inc.	San Jose	CA	•	•	•	•	•	•	•	•	•		100	100	264
Ratings in Gray / Unofficial ratings of	PepsiCo Inc.	Purchase	NY	•	•	٠	•	•	•	•	•	•		100	100	44
the Fortune 500 companies that have not responded to repeated invitations	Perkins + Will Inc.	Chicago	IL	•	•	•	•	•	•	•	•	٠		100	100	
to the CEI survey. These ratings are based on publicly available information	Perkins Coie LLP	Seattle	WA	•	•	٠	•	•	•	•	•	•		100	100	45
as well as information submitted to HRC from unofficial LGBTQ employee	Pernod Ricard USA LLC	New York	NY	٠	•	•	•	•	•	•	•	٠		100	100	
groups or individual employees.	Pfizer Inc.	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	54
	PG&E Corp.	San Francisco	CA	٠	•	•	•	•	•	•	•	٠		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	•	•	•	•	•	•	•	•	٠		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	ОН	•	•	•	•	•	•	•	•	•		100	100	36
						:		:				:				

Appendix A	Employers with Ratings of 100 Percent							Crite	erion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	19 I Rating	l8 I Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1 a	1b	2a	2b	2c	3a	3b	3c	3d	4	2015 CEI	2018 CEI	For
1a Prohibits discrimination based on sexual orientation for all	Prudential Financial Inc.	Newark	NJ	٠	•	•	•	•	•	•	•	•		100	100	48
operations (15 points)	Publicis Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	95	
1b Prohibits discrimination based on gender identity for	Publicis Media	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
all operations (15 points)	Publicis Sapient	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
2a Equivalency in same- and different-sex spousal medical	PVH Corp.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	335
and soft benefits (10 points)	Quaintance-Weaver Management, LLC	Greensboro	NC	•	•	•	•	•	•	•	•	•		100	60	
2b Equivalency in same- and different- sex domestic partner medical	Quantcast Corp.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	80	
and soft benefits (10 points / half credit for parity across	Quarles & Brady LLP	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	116
some, but not all benefits)	Quest Diagnostics Inc.	Lyndhurst	NJ	•	•	•	•	•	•	•	•	•		100	100	366
2c Equal health coverage for transgender individuals without exclusion for	Rackspace	San Antonio	TX	•	•	•	•	•	•	•	•	•		100	100	
medically necessary care (10 points	RBC Capital Markets LLC	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	RBC Wealth Management	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100	100	
related care remain in place)	Re:Sources USA Inc.	Long Island City	NY	•	•	•	•	•	•	•	•	•		100	100	
3a Three LGBTQ internal training and education best practices (10 points)	Reed Smith LLP	Pittsburgh	PA	•	•	•	•	•	•	•	•	•		100	95	25
3b Employee group or diversity	Replacements Ltd.	McLeansville	NC	•	•	•	•	•	•	•	•	•		100	100	
council (10 points) 3c Three distinct efforts of outreach	RingCentral Inc.	Belmont	CA	•	•	•	•	•	•	•	•	•		100		
or engagement to broader LGBTQ	Robert Half	Menlo Park	CA	•	•	•	•	•	•	•	•	•		100	100	493
community, and if supplier diversity program is in place, must include	Robert W. Baird & Co. Incorporated	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	
LGBTQ suppliers (15 points)	Robins Kaplan LLP	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100	100	157
3d Contractor/supplier non-discrimination standards and philanthropic	Rockland Trust Co.	Rockland	MA	•	•	•	•	•	•	•	•	•		100	100	
giving guidelines (5 points)	Rockwell Automation Inc.	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	442
Detinge in Crew / Un official actions of	Rolls-Royce North America (USA) Holdings Co.	Reston	VA	•	•	•	•	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Ropes & Gray LLP	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	13
not responded to repeated invitations to the CEI survey. These ratings are	RSM US LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100		
based on publicly available information as well as information submitted to	S&P Global Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	459
HRC from unofficial LGBTQ employee	S.C. Johnson & Son Inc.	Racine	WI	•	•	•	•	•	•	•	•	•		100	100	
groups or individual employees.	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	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	400	
	Seyfarth Shaw LLP	Chicago	IL		•	•	•	•	•	•		•		100	100	57
	Shake Shack Inc	New York	NY	•	•	•	•	•	•	•	•	•		100		

Appendix A	Employers with Ratings of 100 Percent							Crite	rion						Rating	J
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	18 I Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	2018 CEI	Foi
1a Prohibits discrimination based	Shearman & Sterling LLP	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	39
on sexual orientation for all operations (15 points)	Shell Oil Co.	Houston	ТХ	•	•	٠	٠	٠	٠	•	•	•		100	100	
1b Prohibits discrimination	Sheppard, Mullin, Richter & Hampton LLP	Los Angeles	CA	•	•	•	•	•	٠	•	•	•		100	100	55
based on gender identity for all operations (15 points)	Shook, Hardy & Bacon LLP	Kansas City	MO	•	•	٠	٠	٠	٠	•	•	•		100	100	99
2a Equivalency in same- and	Sidley Austin LLP	Chicago	IL	•	•	٠	•	•	٠	•	•	•		100	100	6
different-sex spousal medical and soft benefits (10 points)	Simpson Thacher & Bartlett LLP	New York	NY	•	•	٠	•	٠	٠	•	•	•		100	100	17
2b Equivalency in same- and different-	SIRIUS XM Radio Inc.	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	
sex domestic partner medical and soft benefits (10 points /	Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	5
half credit for parity across some, but not all benefits)	Slalom	Seattle	WA	•	•	•	•	•	٠	•	•	•		100	100	
2c Equal health coverage for transgender	Snell & Wilmer	Phoenix	AZ	•	•	٠	•	•	٠	•	•	•		100	100	117
individuals without exclusion for medically necessary care (10 points	Société Générale	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	
/ half credit for inclusive coverage,	Sodexo Inc.	Gaithersburg	MD	•	•	•	٠	•	٠	•	•	•		100	100	
but blanket exclusions for transition- related care remain in place)	Sony Corporation of America	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	
3a Three LGBTQ internal training and	Sony Electronics Inc.	San Diego	CA	•	•	•	٠	•	٠	•	•	•		100	100	
education best practices (10 points) 3b Employee group or diversity	Sony Pictures Entertainment Inc.	Culver City	CA	•	•	•	•	•	٠	•	•	•		100	100	
council (10 points)	Southern Co.	Atlanta	GA	•	•	٠	٠	•	٠	•	•	•		100	100	145
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Southwest Airlines Co.	Dallas	ТХ	•	•	•	•	•	٠	•	•	•		100	100	138
community, and if supplier diversity	Squire Patton Boggs	Cleveland	ОН	•	•	٠	٠	•	٠	•	•	•		100	100	31
program is in place, must include LGBTQ suppliers (15 points)	Standard Chartered	New York	NY	•	•	•	•	•	٠	•	•	•		100		
3d Contractor/supplier non-discrimination	Standard Insurance Co.	Portland	OR	•	•	٠	٠	•	٠	•	•	•		100	100	
standards and philanthropic giving guidelines (5 points)	Stanley Black & Decker Inc.	New Britain	CT	•	•	•	•	•	٠	•	•	•		100	85	250
	Starbucks Corp.	Seattle	WA	•	•	٠	٠	•	٠	•	•	•		100	100	131
Ratings in Gray / Unofficial ratings of	State Farm Group	Bloomington	IL	•	•	٠	•	•	٠	•	•	•		100	100	33
the Fortune 500 companies that have not responded to repeated invitations	State Street Corp.	Boston	MA	•	•	٠	•	•	٠	•	•	•		100	100	271
to the CEI survey. These ratings are based on publicly available information	Steptoe & Johnson LLP	Washington	DC	•	•	٠	•	•	٠	•	•	•		100	100	96
as well as information submitted to HRC from unofficial LGBTQ employee	Stinson Leonard Street LLP	Kansas City	MO	•	•	•	•	•	٠	•	•	•		100	100	122
groups or individual employees.	Stoel Rives LLP	Portland	OR	•	•	٠	•	•	٠	•	•	•		100	100	140
	Stryker Corp.	Kalamazoo	MI	•	•	٠	•	•	٠	•	•	•		100	100	252
	Subaru of America Inc.	Cherry Hill	NJ	•	•	٠	•	•	٠	•	•	•		100	100	
	Sumitomo Mitsui Banking Corporation	New York	NY	•	•	٠	•	•	٠	•	•	•		100		
	Sun Life Financial Inc. (US)	Wellesley Hills	MA	•	•	٠	•	•	٠	•	•	•		100	100	
	SunTrust Banks Inc.	Atlanta	GA	•	•	٠	•	•	٠	•	•	•		100	100	303
	Symantec Corp.	Mountain View	CA	•	•	٠	•	•	٠	•	•	•		100	100	465
	Synchrony	Stamford	CT	•	•	٠	•	•	٠	•	•	•		100	100	
	T. Rowe Price Associates Inc.	Baltimore	MD	٠	•	٠	•	•	٠	•	•	•		100	100	573
	Takeda Pharmaceuticals USA Inc.	Deerfield	IL	٠	•	٠	•	•	٠	•	•	•		100	100	
	Tapestry, Inc.	New York	NY	٠	•	٠	•	•	٠	•	•	•		100	100	546
	Target Corp.	Minneapolis	MN	٠	٠	•	٠	٠	٠	٠	•	•		100	100	38

Appendix A	Employers with Ratings of 100 Percent							Crite	erion						Rating	
				15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	19 I Rating	18 I Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	Зb	3c	3d	4	201 CEI	2018 CEI	For
1a Prohibits discrimination based	TD Ameritrade	Omaha	NE	•	•	٠	•	•	٠	•	•	•		100	100	
on sexual orientation for all operations (15 points)	TD Bank, N.A.	Wilmington	DE	•	•	•	•	•	•	•	•	•		100	100	
1b Prohibits discrimination	TD Securities (USA) LLC	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
based on gender identity for all operations (15 points)	TE Connectivity Inc.	Berwyn	PA	•	•	٠	•	•	٠	•	•	•		100	100	
2a Equivalency in same- and	Tech Data Corp.	Clearwater	FL	•	•	٠	•	•	•	•	•	•		100	100	107
different-sex spousal medical and soft benefits (10 points)	TEGNA Inc.	McLean	VA	•	•	٠	•	•	٠	•	•	•		100	100	671
2b Equivalency in same- and different-	Tesla Inc.	Palo Alto	CA	•	•	٠	•	•	•	•	•	•		100	100	383
sex domestic partner medical and soft benefits (10 points /	Texas Instruments Inc.	Dallas	ТΧ	•	•	٠	•	•	•	•	•	•		100	100	206
half credit for parity across some, but not all benefits)	Thermo Fisher Scientific Inc.	Waltham	MA	•	•	٠	•	•	٠	•	•	•		100	100	154
2c Equal health coverage for transgender	Thompson Coburn LLP	St. Louis	MO	•	•	٠	•	٠	•	•	•	•		100	100	145
individuals without exclusion for medically necessary care (10 points	Thompson Hine LLP	Cleveland	ОН	•	•	٠	•	•	٠	•	•	•		100	100	142
/ half credit for inclusive coverage, but blanket exclusions for transition-	Thomson Reuters	New York	NY	•	•	٠	•	٠	•	•	•	•		100	100	
related care remain in place)	TIAA	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	
3a Three LGBTQ internal training and education best practices (10 points)	Tiffany & Co.	New York	NY	•	•	٠	•	٠	•	•	•	•		100	100	
3b Employee group or diversity	T-Mobile USA Inc.	Bellevue	WA	•	•	٠	•	•	•	•	•	•		100	100	
council (10 points)	Toyota Motor North America Inc.	Plano	ТΧ	•	•	٠	•	٠	•	•	•	•		100	100	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	TPG Global LLC	Fort Worth	ТΧ	•	•	٠	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include	Transamerica Corp., The	Cedar Rapids	IA	•	•	٠	•	•	٠	•	•	•		100	100	
LGBTQ suppliers (15 points)	TransUnion	Chicago	IL	•	•	•	•	•	٠	•	•	•		100	85	
3d Contractor/supplier non-discrimination standards and philanthropic	Travelers Companies Inc., The	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	99
giving guidelines (5 points)	TripAdvisor Inc.	Needham	MA	•	•	٠	•	•	٠	•	•	•		100	90	
	Troutman Sanders LLP	Atlanta	GA	•	•	٠	•	•	٠	•	•	•		100	100	66
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Tufts Health Plan	Watertown	MA	•	•	٠	•	•	٠	•	•	•		100	100	
not responded to repeated invitations	Turner Construction Co.	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	
to the CEI survey. These ratings are based on publicly available information	Twitter Inc.	San Francisco	CA	•	•	٠	•	•	٠	•	•	•		100	100	802
as well as information submitted to HRC from unofficial LGBTQ employee	U.S. Bancorp	Minneapolis	MN	•	•	٠	•	•	٠	•	•	•		100	100	
groups or individual employees.	U.S. Cellular	Chicago	IL	•	•	•	•	•	٠	•	•	•		100		
	Uber Technologies Inc.	San Francisco	CA	•	•	٠	•	•	٠	•	•	•		100	100	
	UBS AG	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	
	Under Armour Inc.	Baltimore	MD	•	•	٠	•	•	٠	•	•	•		100	100	528
	Unilever	Englewood Cliffs	NJ	•	•	٠	•	•	•	•	•	•		100	100	
	United Airlines	Chicago	IL	•	•	٠	•	•	٠	•	•	•		100	100	
	United Parcel Service Inc.	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	46
	United Services Automobile Association	San Antonio	тх	•	•	٠	•	•	٠	•	•	•		100	100	102
	United Technologies Corp.	Farmington	СТ	•	•	•	•	•	٠	•	•	•		100	100	50
	UnitedHealth Group Inc.	Minnetonka	MN	•	•	٠	•	•	٠	•	•	•		100	95	6
	University of Phoenix	Tempe	AZ	•	•	•	•	•	٠	•	•	•		100	100	
	Univision Communications Inc.	New York	NY	٠	•	•	٠	•	•	٠	•	•		100	100	724

Appendix A	Employers with Ratings of 100 Percent							Crite	erion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	8 Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	2018 CEI R	For
1a Prohibits discrimination based	Unum Group	Chattanooga	TN	٠	•	٠	•	•	٠	•	•	•		100	100	258
on sexual orientation for all operations (15 points)	UPMC Health Plan	Pittsburgh	PA	٠	•	•	•	•	•	•	•	•		100		
1b Prohibits discrimination	Vanguard Group Inc.	Malvern	PA	٠	•	•	•	•	٠	•	•	•		100	100	
based on gender identity for all operations (15 points)	VF Corp.	Greensboro	NC	٠	•	•	•	•	•	•	•	•		100	100	230
2a Equivalency in same- and	Viacom Inc.	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	224
different-sex spousal medical and soft benefits (10 points)	Vinson & Elkins LLP	Houston	ТΧ	•	•	•	•	•	•	•	•	•		100	100	51
2b Equivalency in same- and different-	Visa	Foster City	CA	•	•	•	•	•	•	•	•	•		100	100	
sex domestic partner medical and soft benefits (10 points /	VMware Inc.	Palo Alto	CA	•	•	•	•	•	•	•	•	•		100	100	
half credit for parity across some, but not all benefits)	Vorys, Sater, Seymour and Pease LLP	Columbus	ОН	•	•	•	•	•	•	•	•	•		100	100	152
2c Equal health coverage for transgender	Vox Media Inc.	Washington	DC	•	•	•	•	•	•	•	•	•		100	95	
individuals without exclusion for medically necessary care (10 points	Voya Financial	New York	NY	•	•	•	•	•	•	•	•	•		100	100	266
/ half credit for inclusive coverage,	W.W. Grainger Inc.	Lake Forest	IL	•	•	•	•	•	•	•	•	•		100	100	282
but blanket exclusions for transition- related care remain in place)	Walgreen Co.	Deerfield	IL	•	•	•	•	•	•	•	•	•		100	100	17
3a Three LGBTQ internal training and	Walmart Inc.	Bentonville	AR	•	•	•	•	•	•	•	•	•		100	100	1
education best practices (10 points)	Walt Disney Co., The	Burbank	CA	•	•	•	•	•	•	•	•	•		100	100	52
3b Employee group or diversity council (10 points)	Warby Parker	New York	NY	•	•	•	•	•	•	•	•	•		100	95	
3c Three distinct efforts of outreach	Warner Media	New York	NY	•	•	•	•	•	•	•	•	•		100	100	95
or engagement to broader LGBTQ community, and if supplier diversity	WE Communications	Bellevue	WA	•	•	•	•	•	•	•	•	•		100		
program is in place, must include LGBTQ suppliers (15 points)	WeddingWire Inc.	Chevy Chase	MD	•	•	•	•	•	•	•	•	•		100	100	
3d Contractor/supplier non-discrimination	Weil, Gotshal & Manges LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	16
standards and philanthropic giving guidelines (5 points)	WellCare Health Plans Inc.	Tampa	FL	•	•	•	•	•	•	•	•	•		100		195
5	Wellmark Inc.	Des Moines	IA	•	•	•		•	•		•	•		100	100	
Ratings in Gray / Unofficial ratings of	Wells Fargo & Co.	San Francisco	CA	•		•		•	•		•	•		100	100	25
the Fortune 500 companies that have not responded to repeated invitations	Western Digital Corp.	San Jose, CA	CA	•	•	•		•	•			•		100	20	217
to the CEI survey. These ratings are	Whirlpool Corp.	Benton Harbor	MI	•	•			•			•	•		100	100	137
based on publicly available information as well as information submitted to	White & Case LLP	New York	NY	•	•	•		•	•			•		100	100	11
HRC from unofficial LGBTQ employee groups or individual employees.	Wiley Rein LLP	Washington	DC	•	•	•		•	•			•		100	100	130
g	Williams Mullen	Richmond	VA	•	•	•		•				•		100	100	177
	Willis Towers Watson	Arlington	VA					•				•		100	100	
	Wilner Cutler Pickering Hale & Dorr LLP	Washington	DC	•				•						100	100	24
	Winner Outer Fickening have a Don ELF	Chicago	IL											100	100	33
	Winston & Strawn LLP Womble Bond Dickinson (US) LLP	Winston-Salem						•								
	Workday Inc.		NC CA											100	100 100	111
	,	Pleasanton				•		•				•		100		404
	Wyndham Destinations	Parsippany	NJ	•	•	•		•	-		•	•		100		461
	Wyndham Hotels & Resorts Inc.	Parsippany	NJ	•	•	•		•				•		100	100	050
	Xcel Energy Inc.	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100		256
	Xerox Corp.	Norwalk	CT	•	•	•	•	•	•	•	•	•		100		162
	Yelp Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
	ZS Associates Inc.	Evanston	IL	•	•	•	•	•	•	•	•	•		100		

- 4	5

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)
- 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)
- B Employee group or diversity council (10 points)
- **3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (**15 points**)
- 3d Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

Ratings in Gray

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

Appendix B	Ratings and Criteria Breakdowns							Crite	erion					R	ating	
				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
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	201 CEI	For 100
1a Prohibits discrimination based on sexual orientation for all	3M Co.	St. Paul	MN	٠	•	٠	•	•	٠	•	•	•		100	100	94
operations (15 points)	A.T. Kearney Inc.	Chicago	IL	٠	•	٠	٠	•	•	•	•	•		100	100	
1b Prohibits discrimination based on gender identity for all operations (15 points)	A X Armani Exchange	New York	NY	٩	٢	٠		•	٠	•				55	80	
2a Equivalency in same- and	Abbott Laboratories	Abbott Park	IL	٠	•	•	•	•	•	•	•			90	95	135
different-sex spousal medical and soft benefits (10 points)	AbbVie Inc.	North Chicago	IL	٠	•	•	٠	•	•	•	•	•		100	100	111
2b Equivalency in same- and different- sex domestic partner medical	Abercrombie & Fitch Co.	New Albany	ОН	٠	•	٠	•	•	٠	•	•	•		100	100	675
and soft benefits (10 points / half credit for parity across	Aberdeen Asset Management Inc.	Philadelphia	PA	٠	•	٠			* * * * *	٠				50	65	
some, but not all benefits) 2c Equal health coverage for transgender	ABM Industries Inc.	New York	NY	٩					•					10		500
individuals without exclusion for medically necessary care (10 points	Accenture	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Activision Blizzard	Santa Monica	CA	٠	•	•	٠	•	•	•	•	•		100		406
related care remain in place) 3a Three LGBTQ internal training and	Adecco North America LLC	Jacksonville	FL	•	•	•	٠		•	•				70		
education best practices (10 points) 3b Employee group or diversity	Adidas North America Inc.	Portland	OR	٠	•	•	٠	•	•	•	•	•		100	100	
council (10 points) 3c Three distinct efforts of outreach	Adobe Systems Inc.	San Jose	CA	٠	•	•	٠	•	•	•	•	•		100	100	443
or engagement to broader LGBTQ community, and if supplier diversity	ADP	Roseland	NJ	٠	•	•	٠	•	•	•	•	•		100	100	240
program is in place, must include LGBTQ suppliers (15 points)	ADT	Boca Raton	FL	٩					- - - - -					10		
3d Contractor/supplier non-discrimination standards and philanthropic	Advance Auto Parts (Advance Holding)	Roanoke	VA	٠	•	•		•	•	•	•	•		90		292
giving guidelines (5 points)	Advanced Micro Devices Inc.	Sunnyvale	CA	٠	•	•	٠	•	•	•	•	•		100	100	565
Ratings in Gray / Unofficial ratings of	AECOM	Los Angeles	CA	٠	•	•	٠	•	•	•	•	•		100	100	161
the Fortune 500 companies that have not responded to repeated invitations	Aéropostale Inc.	Lyndhurst	NJ	•	•	•	٠	•	•		•	•		90	85	
to the CEI survey. These ratings are based on publicly available information	AES Corp., The	Arlington	VA						-					0	40	194
as well as information submitted to HRC from unofficial LGBTQ employee	Aetna Inc.	Hartford	CT	•	•	•	٠	•	•	•	•	•		100	100	43
groups or individual employees.	Aflac Inc.	Columbus	GA	٠	•	•	٠	•	•	•				80	85	126
	Agco	Duluth	GA	٢					- - - - -					10		370
	Agilent Technologies Inc.	Santa Clara	CA	٠	•	•	٠	•	•	•		•		85	85	576
	AIG	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	55
	Air Products & Chemicals Inc.	Allentown	PA	٠	•	•	٠	•	•	•	•	•		100	100	294
	Airbnb Inc.	San Francisco	CA	•	•	•	٠	•	•	•	•	•		100	100	
	Airbus Americas Inc.	Herndon	VA	٠	٠	٠	٠	٠	٠	٠	٠	•		100		
	Airgas Inc.	Radnor	PA	٩	۵									20	10	489
	AirTran Holdings Inc.	Orlando	FL			٠								10		
	AK Steel Holding Corp.	West Chester	OH	٩										20		441

Criterion

Rating

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

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

CEI Rating Criteria

- 2a Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
- 2b Equivalency in same- and differentsex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
- 2c Equal health coverage for transgende 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 the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are based on publicly available informatic as well as information submitted to HRC from unofficial LGBTQ employe groups or individual employees.

			15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune				
mployer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	20 CE	20 CE 30	Fo
kamai Technologies Inc.	Cambridge	MA	•	•	٠	•	•	•	•	•	•		100	100	
kerman LLP	Miami	FL	٠	•	•	•	•	•	•	•	•		100	100)
kin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	•	•	•	•	•	•	•	•	•		100	100)
laska Airlines	Seattle	WA	•	•	•		•	•	•	•	•		90	100	•
Ibertsons Companies Inc.	Boise	ID											0		
lcoa Corp.	Pittsburgh	PA	•	•	•	•	•	•	•	•	•		95	100	
lixPartners LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	85	6
lleghany Corp.	New York	NY	۵	۲									20		
Iliance Data Systems Corp.	Plano	ТХ	•	•	•	•	●	•	•	٩	•		85	100	,
Iliance One International	Morrisville	NC											o		
IlianceBernstein LP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	,
Iliant Energy Corp.	Madison	WI	•	•	•	•	•	•	•	•	•		100	100	,
Ilianz Life Insurance Co. of North America	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100	100	,
Ilscripts-Misys Healthcare Solutions Inc.	Chicago	IL	٩	٩									20	40	,
Ilstate Insurance Co.	Northbrook	IL	•	•	•	•	•	•	•	•	•		95	100	,
Ily Financial Inc.	Detroit	MI	•	•	•	•	•	•	•	•	•		100	100	,
lston & Bird LLP	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	,
ltice USA, Inc.	Long Island City	NY	•	•	•	•	•	٠	•	•	•		100		
Itria Group Inc.	Richmond	VA	•	•	•	•	•	•	•	•	•		100	100	,
-Mark Precious Metals	Santa Monica	CA											ο		
mazon.com Inc.	Seattle	WA	•	•	•	•	•	•	•	•	•		100	100	,
MC Entertainment Inc.	Leawood	KS	•	•	•	•	•	•	•	•	•	-	100	100	,
meren Corp.	St. Louis	МО	•	•	•	•	•	•	•	•	•		100	100	,
merican Airlines	Fort Worth	ТХ	•	•	•	•	•	•	•	•	•		100	100	,
merican Apparel LLC	Los Angeles	CA	•	•	•		•	•	•	٩	•		80		
merican Eagle Outfitters Inc.	Pittsburgh	PA	•	•	•		•	•	•	•	•		85	100	,
merican Electric Power Co. Inc.	Columbus	ОН	•	•	•		•	•	•	•	•		85	100	,
merican Express Company	New York	NY	•	•	•	•	•	•	•	•	•		100		
merican Express Global Business Travel	Jersey City	NJ	•	•	•	•	•	•	•	•	•		100		
merican Family Mutual Insurance Company, S.I	Madison	WI	•	•	•	•	•	•	•	•	•		100	100	
,,			1					-							

Rating

Criterion

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

CEI Rating Criteria

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

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

															_
			15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortino				
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	50 CE 50	CE 30	Ľ
American Tower Corp.	Boston	MA	٩	۲									20		
Ameriprise Financial Inc.	Minneapolis	MN	٠	٠	•		•	٠	•	•	•		90	100)
AmerisourceBergen Corp.	Chesterbrook	PA	٠	٠	•	•	•	٠	•	•	•		100	100	,
Amgen Inc.	Thousand Oaks	CA	٠	•	•	•	•	٠	•	•	•		100	100	,
AMN Healthcare Services, Inc.	San Diego	CA	٠	•	•	•		٠	•	•	٠		90	95	5
Amphenol Corp.	Wallingford	CT	٩	۵									20	10)
AmTrust Financial Services	New York	NY	٩	۵									20		
Anadarko Petroleum	The Woodlands	ТХ	٠	•	•	•				٩	•		65		
Anheuser-Busch Companies Inc.	St. Louis	МО	٠	•	•	•	•	٠	•	•	•		100		
Anixter International Inc.	Glenview	IL	۵	۵									20		
Anschutz Entertainment Group, Inc.	Los Angeles	CA	٠	•	•	•	•	٠	•	•	•		100		
Anthem Inc.	Indianapolis	IN	٠	•	•	•	•	٠	•	•	•		100	100	,
Aon Corp.	Chicago	IL	٠	•	•	•	•	٠	•	•	•		100	100	,
Apache Corp.	Houston	ТΧ	٩	۵									20		
Apple Inc.	Cupertino	CA	•	•	•	•	•	•	•	•	•		100	100	,
Applied Materials Inc.	Santa Clara	CA	٠	•	•	•	•	٠	•	•	•		100	90	,
AQR Capital Management LLC	Greenwich	CT	٠	•	•	•	•	٠	•	•	•		100		
Aramark Corp.	Philadelphia	PA	٠	•	•	•	•	•	•	•	•		100	100	,
Archer Daniels Midland Co.	Chicago	IL	•	•	•	•			•				60	70	,
Arconic	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	,
Arent Fox LLP	Washington	DC	•	•	•	•	•	٠	•	•	•		100	100	,
Armstrong Teasdale LLP	St. Louis	МО	•	•	•	•	•	٠	•	•	•		100	100	,
Arnold & Porter Kaye Scholer LLP	Washington	DC	•	•	•	•	•	٠	•	•	•		100	100	,
Arrow Electronics	Centennial	СО	٠	•	•	•	•	•	•	•	•		100	80	,
Arup USA Inc	New York	NY	•	•	•		•	٠	•	•	•		90	90	,
Asbury Automotive Group	Duluth	GA	٠	٠									20	0	,
Ascena Retail Group Inc.	Mahwah	NJ	٠	•	•		•	٠	•	•	•		90	85	5
Ashland Inc.	Covington	KY	٠	•	•								40		
Assurant	New York	NY	•	•	•	•	•	•	•	•	•		100	95	5
Astellas Pharma US Inc.	Northbrook	IL	•	•	•	•	•	•	•	•	•		100	100	,
AstraZeneca PLC	Wilmington	DE					•			•	•		95		

Criterion

Rating

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

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

							Cint	erion						tating	
			15 points	15 points	10 points	15 points	5 points	-25 points	19 I Rating	2018 CEI Rating	Fortune				
Employer	Headquarters Location	State	1 a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 3	20. CE	Fo
Asurion LLC	Nashville	TN	٠	٠	•	•	•	•	•	٠	•		100		
AT&T Inc.	Dallas	ТХ	٠	٠	•	•	•	•	•	٠	•		100	100	
AthenaHealth Inc.	Watertown	MA	٠	٠	٠	•	٠	•	•	•	•		100	100	
Atlassian	San Francisco	CA	•	٠	•	•	•	•	•	•			95		
Austin Radiological Assn.	Austin	ТХ	٩	٩		•							30	40	
Autodesk Inc.	San Rafael	CA	•	•	•	•	•	•	•	•	•		100	100	9
Autoliv Inc.	Auburn Hills	MI	٢										10	10	2
AutoNation Inc.	Fort Lauderdale	FL	۲										10		1
Auto-Owners Insurance Group	Lansing	MI											0		
AutoZone Inc.	Memphis	TN	•	•	•								40	65	2
Avaya Inc.	Santa Clara	CA	٠	•	•	•			•				60	70	e
Avery Dennison	Glendale	CA	٢	۵									20	20	4
Avis Budget Group Inc.	Parsippany	IJ	•	•	•	٠	•	•	•	٠	•		90	95	3
Avnet Inc.	Phoenix	AZ	٠	•	٠		•	٠			•		65	80	1
Avon Products Inc.	New York	NY	•	•	٠	•	•	•	•	٢	•		90		4
AXA	New York	NY	٠	•	٠	•	•	•	•	•	•		100	100	
B J's Wholesale Club	Westborough	МА	•	•	•		•	•	•	٠	•		85	100	
BAE Systems Inc.	Arlington	VA	٠	•	٠		•	٠	•	٥	•		85	100	
Bain & Co. Inc./ Bridgespan Group	Boston	МА	•	•	•	•	٠	•	•	٠	•		100	100	
Baker & Hostetler LLP	Cleveland	ОН	٠	•	٠		•	٠	•	•			85		
Baker & McKenzie LLP	Chicago	IL	•	•	٠	•	•	•	•	•	•		100	100	
Baker Botts LLP	Houston	ТХ	٠	•	٠		•	٠	•				65	95	
Baker Hughes Inc.	Houston	ТХ	٢										10	10	2
Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Memphis	TN	•	•	•		•	•	•	•	•		90		
Baldor Electric Co.	Fort Smith	AR	٢	٢						٩			25	35	
Ball Corp.	Broomfield	СО	•	•	٠	•	•	•	•	•	•		95	100	з
Ballard Spahr LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100	
Bank of America Corp.	Charlotte	NC	٠	٠	٠	•	•	٠	•	•	•	•	75	75	
Bank of New York Mellon Corp., The	New York	NY	•	•	•	•	•	•	•	•	٠		100	100	1
Bank of the West	San Francisco	CA	٠	•	٠	•	•	٠	•	•	•		100	90	
Barclays	New York	NY	•	•	•	•	•	•	•	•	•		100	100	

Criterion

Rating

Appendix B	Ratings and Chteria Dieakdowns							Crite	erion					F	tating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	CEI CEI	For 100
1a Prohibits discrimination based on sexual orientation for all	Barilla America Inc.	Northbrook	IL	٠	•	•	•	•	•	•	•	•		100	100	
operations (15 points)	Barnes & Noble Inc.	New York	NY	٠	•	•	•	•	٠	•	•	•		100	100	555
1b Prohibits discrimination based on gender identity for all operations (15 points)	Barnes & Thornburg LLP	Indianapolis	IN	٠	•	•		•	٠	•	٢			80	85	
2a Equivalency in same- and	BASF Corp.	Florham Park	NJ	٠	٠	٠	•	•	٠	•	•	•		100	100	
different-sex spousal medical and soft benefits (10 points)	Bass, Berry & Sims PLC	Nashville	TN	٠	•	•	•	•	٠	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	Battelle Energy Alliance (Idaho National Laboratory)	Idaho Falls	ID	٠	•	•	0	•	٠	•	•			90		
and soft benefits (10 points / half credit for parity across	Baxter International Inc.	Deerfield	IL	٠	٠	٠	•	•	٠	•	•	•		100	100	281
some, but not all benefits) 2c Equal health coverage for transgender	Bayer U.S. LLC	Whippany	NJ	٠	•	٠	•	•	٠	•	•	•		100	100	
individuals without exclusion for medically necessary care (10 points	BB&T Corp.	Winston-Salem	NC	٠	٠	٠		•	٠	•	•	•		90	100	245
/ half credit for inclusive coverage, but blanket exclusions for transition-	Becton, Dickinson and Co.	Franklin Lakes	NJ	٠	•	٠	•	•	٠	•	•	•		100	100	225
related care remain in place) 3a Three LGBTQ internal training and	Bed Bath & Beyond Inc.	Union	NJ	٩	۵									20		233
education best practices (10 points) 3b Employee group or diversity	Ben & Jerry's Homemade Inc.	South Burlington	VT	٠	•	٠	•	•	٠	•	•	•		95	100	
council (10 points) 3c Three distinct efforts of outreach	Berkshire Hathaway	Omaha	NE	٩	۵									20	20	2
or engagement to broader LGBTQ community, and if supplier diversity	Berry Plastics Group Inc.	Evansville	IN	۵	۵									20		413
program is in place, must include LGBTQ suppliers (15 points)	Best Buy Co. Inc.	Richfield	MN	٠	•	٠	٠	•	٠	•	•	•		100	100	72
3d Contractor/supplier non-discrimination standards and philanthropic	Big Lots	Columbus	ОН	٩	٢									20		495
giving guidelines (5 points)	Biogen	Cambridge	MA	•	٠	•	•	•	٠	•	•	•		100	100	248
Ratings in Gray / Unofficial ratings of	Black & Veatch Holding Inc.	Overland Park	KS	٠	٠	•	٠	•	٠	•	•	•		100	85	
the Fortune 500 companies that have not responded to repeated invitations	Black Knight Inc.	Jacksonville	FL	٠	٠	•	•	•	٠			•		70		
to the CEI survey. These ratings are based on publicly available information	BlackRock	New York	NY	٠	٠	•	٠	•	٠	•	•	•		100	100	255
as well as information submitted to HRC from unofficial LGBTQ employee	Blackstone Group LP, The	New York	NY	٠	٠	•	٠	•	٠	•	•	•		100	85	503
groups or individual employees.	Blank Rome LLP	Philadelphia	PA	٠	•	•	٠	•	٠	•	•	•		100	100	
	Bloomberg LP	New York	NY	٠	٠	•	٠	•	٠	•	•	•		100	100	
	Bloomin' Brands Inc.	Tampa	FL	٠	•	•			٠					50		568
	Blue Cross & Blue Shield of Rhode Island	Providence	RI	٠	٠	•	٠	•	٠	•	•	•		100	100	
	Blue Cross Blue Shield of Florida Inc.	Jacksonville	FL	٠	•	•		•	٠	•	•	•		85	100	
	Blue Cross Blue Shield of Massachusetts	Boston	MA	٠	٠	•	٠	•	٠	•	•	•		100	100	
	Blue Cross Blue Shield of Michigan	Detroit	МІ	•	•	•		٠	•	•	٠			85	95	
	Blue Cross Blue Shield of Minnesota	Eagan	MN	•	•	٠		•	٠	•	•	•		90	100	
	Blue Cross Blue Shield of North Carolina	Durham	NC	•	•	٠		0	•	•	٢	•	•	55	75	
	Blue Shield of California	San Francisco	CA	٠	•	٠	•	•	٠	•	•	•		100	100	

Rating

Criterion

Rating

Criterion

	•														ating	
				15 points	15 points	10 points	15 points	5 points	-25 points	19 I Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	2019 CEI Ra	201 CEI	For 100
1a Prohibits discrimination based on sexual orientation for all	BlueCross BlueShield of Tennessee	Chattanooga	TN	٠	•	٠	•	•	٠	•	•	•		100	80	
operations (15 points) 1b Prohibits discrimination	BMC HealthNet Plan	Boston	MA	•	•	•				•				50	70	
based on gender identity for all operations (15 points)	BMC Software Inc.	Houston	ТХ	•	•	٠						•		45	70	
2a Equivalency in same- and	BMO Bankcorp Inc.	Chicago	IL	•	٠	٠	•	•	•	•	•	•		100	100	
different-sex spousal medical and soft benefits (10 points)	BNP Paribas	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	Bob Evans Farms Inc.	New Albany	ОН	•	٠	٠			•	•	٢	•		75		
and soft benefits (10 points / half credit for parity across	Boehringer Ingelheim USA Corp.	Ridgefield	СТ	•	•	٠	•	•	•	•	•	•		100	100	
some, but not all benefits) 2c Equal health coverage for transgender	Boeing Co.	Chicago	IL	•	٠	٠		•	•	•	•	•		90	100	24
individuals without exclusion for medically necessary care (10 points	Boies Schiller Flexner LLP	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Bon-Ton Stores Inc.	York	PA	•	٠	٠			•	•				60	85	779
3a Three LGBTQ internal training and	Books-A-Million Inc.	Birmingham	AL	•	•	٠	●		•	•	•			80	80	
education best practices (10 points) 3b Employee group or diversity	Booz Allen Hamilton Inc.	McLean	VA	•	•	•	•	•	•	•	•	•		100	100	481
council (10 points)	Borders Group Inc.	Ann Arbor	MI	٩	٢					•				30		
3c Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity	BorgWarner Inc.	Auburn Hills	MI	٩										10	30	305
program is in place, must include LGBTQ suppliers (15 points)	Boston Consulting Group	Boston	MA	٠	٠	٠	٠	•	٠	•	•	•		100	100	
3d Contractor/supplier non-discrimination	Boston Scientific Corp.	Marlborough	MA	•	٠	٠	٠	•	•	•	•	•		100	100	327
standards and philanthropic giving guidelines (5 points)	Box Inc.	Redwood City	CA	•	•	٠	•	•	•	•	•	•		100	80	
Ratings in Gray / Unofficial ratings of	BP America Inc.	Houston	ТХ	•	•	•	•	•	•	•	•	•		100	100	
the Fortune 500 companies that have not responded to repeated invitations	Bracewell LLP	Houston	ТХ	•	•	•	•		•	•	•			85		
to the CEI survey. These ratings are based on publicly available information	Bridgestone Americas Holding Inc.	Nashville	TN	•	٠	٠		•	•	•	•	•		90	65	
as well as information submitted to HRC from unofficial LGBTQ employee	Bright Horizons	Watertown	MA	•	•	٠		•	•	•	•	•		90	100	
groups or individual employees.	Brinker International Inc.	Dallas	ТХ	•	٠	٠	٠	•		•				65		684
	Bristol-Myers Squibb Co.	New York	NY	•	•	٠		•	•	•	•	•		85	100	147
	Broadridge Financial Solutions Inc.	Lake Success	NY	•	٠	٠	٠	•	•	•	•	•		100	100	749
	Brooks Brothers Group Inc.	New York	NY	•	•	•	●		•	•	•	•		85	85	
	Brooks Sports Inc.	Seattle	WA	•	•	٠	•	•	•	•	•			95	85	
	Brown Brothers Harriman & Co.	New York	NY	•	•	٠	•	•	•	•	•	•		100	90	
	Brown Rudnick LLP	Boston	MA	•	•	٠	•	•	•	•	•	•		100	100	
	Brown-Forman Corp.	Louisville	KY	٠	•	٠	•	•	٠	•	•	•		100	100	713
	Bryan Cave Leighton Paisner LLP	St. Louis	MO	٠	•	٠	•	•	٠	•	•	•		100	100	
	Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	•	•	٠	•	•	٠	•	•	•		100	95	

CEI Rating Criteria		ria	ter	Cri	ina	Rat	CEI	
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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 differentsex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
- 2c Equal health coverage for transgen individuals without exclusion for medically necessary care (10 point / 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-discrimina standards and philanthropic giving guidelines (5 points)

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

							Cint	erion						tating	
			15 points	15 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	201 CEI	CEI CEI	10C
Buckley LLP	Washington	DC	•	•	•	•	•	٠	•	•	•		100	100	
Builders FirstSource Inc.	Dallas	ТХ											0		421
Burger King Corp.	Miami	FL	٠	•	•	•	•	٠	•	•	•		100	95	
Burlington Northern Santa Fe Corp.	Fort Worth	ТХ	٩	٢									20	30	
Burlington Store Inc.	Burlington	NJ	٠	•	•	•	•	٠	•				80		46
Burr & Forman LLP	Birmingham	AL	•	•	•		•	•	•	•	•		90		
Buzzfeed	New York	NY	٠	•	•	•	•	٠	•	•	•		100		
C&S Wholesale Grocers Inc.	Keene	NH	•	•	•	•		•		•	•		80	30	
C. H. Robinson Worldwide	Eden Prairie	MN	٩	۵									20		21
Cadwalader, Wickersham & Taft LLP	New York	NY	٠	•	•	•	•	٠	•	٠	•		100	100	
Caesars Entertainment Corp.	Las Vegas	NV	٠	•	٠	•	•	٠	•	•	•		100	100	54
CalAtlantic Group	Arlington	VA											0		41
Caleres	St. Louis	MO	٠	•	•	•	•	•	•	•	•		100	100	79
Calpine Corp.	Houston	ТХ	٢			•							20		40
Cambia Health Solutions Inc.	Portland	OR	٠	•	•	•	•	٠	•	•	•		100	100	
Campbell Soup Co.	Camden	NJ	٠	•	•	•	•	•	•	•	•		100	100	33
Canadian Imperial Bank of Commerce	New York	NY	٠	•		•		٠	•	٩			65		
Capgemini America, INC	Houston	тх	٠	•	•	•	•	٠	•	•	•		100	90	
Capital Area Services Company, LLC (CASCI)	Charleston	WV	٠	•	•		•	٠	•	•	•		90		
Capital Group Companies Inc., The	Los Angeles	CA	٠	•	•	•	•	٠	•	•	•		100	100	
Capital Markets Company NV, The	New York	NY	٠	•	٠	•	•	٠	•	•	•		100	100	
Capital One Financial Corp.	McLean	VA	٠	٠	•	٠	•	٠	•	٠	•		100	100	10
Cardinal Health Inc.	Dublin	ОН	٠	•	٠	•	•	٠	•	•	•		100	100	1
CareFirst Inc.	Baltimore	MD	٠	•	•		•	٠	•	•	•		90	100	
Cargill Inc.	Wayzata	MN	٠	•	٠	•	•	٠	•	•	•		100	100	
Cargo Transporters Inc.	Claremont	NC	٠	٠	•	٠	•	٠	•	٠	•		100	75	
Caribou Coffee Company Inc.	Minneapolis	MN	٠	•	٠					٢	•		55		
Carlson Inc.	Minnetonka	MN	٠	٠	•	٠	•	٠	•	٠			95		
Carlton Fields P.A.	Tampa	FL	٠	•	•	•	•	•	•	•	•		100	100	
Carlyle Group LP, The	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	86
CarMax Inc.	Richmond	VA	•	•	•	•	•	•	•	•	•		100	100	174

Criterion

Rating

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

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

	Rungs and ontoira Dicardonnis							Crite	erion					R	tating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	8 Rating	Fortune 1000				
	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	201 CEI	For 100
	Carnival Corp.	Miami	FL	•	•	•	•	•	•	•	•	•		100		
	Casey's General Stores Inc.	Ankeny	IA											0		423
	Caterpillar Inc.	Peoria	IL	•	•	•			٠	•	۵	•		75		74
	CBRE Inc.	Los Angeles	CA	•	•	٠	٠	•	•	•	•	•		100	100	214
	CBS Corp.	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	193
ent-	CDW Corp.	Lincolnshire	IL	•	•	•	•	•	•	•	•	•		100	100	199
	Celanese Corp.	Irving	ТХ	•	•	٠	٠	•	٠	•	•	•		100	90	484
gender	Celgene Corp.	Summit	NJ	•	•	•	•	•	٠	•	•	•		100	75	254
r oints	Centene Corp.	St. Louis	MO	•	•	٠	●	•	٠	•	•	•		95	100	66
age, sition-	CenterPoint Energy Inc.	Houston	ТΧ	٢	۲									20	10	362
and	CenturyLink Inc.	Monroe	LA	•	•	•	٠	•	٠	•	•	•		100	95	160
oints)	Cerner Corp.	North Kansas City	MO	•	•	•	•	•	٠	•	•	•		100	90	530
:h	CH2M HILL Companies Ltd.	Englewood	СО	•	•	•			٠	•	•	•		80	90	494
TQ rsity	Chadbourne & Parke LLP	New York	NY	•	•	•			٠	•				60		
le	Change Healthcare	Alpharetta	GA	•	•	•		•		•		•		65		
nination	Chapman and Cutler LLP	Chicago	IL	•	•	•	٠	•	٠	•	•	•		100	100	
	Charles Schwab & Co. Inc.	San Francisco	CA	٠	•	٠	٠	•	٠	•	•	•		100	100	357
tings of	Charter Communications	Stamford	CT	•	•	•		•	٠	•	•	•		90		96
t have ations	Chesapeake Energy Corp.	Oklahoma City	ОК	٠	•	٠		●	٠	•				65	80	343
s are rmation	Chevron Corp.	San Ramon	CA	•	•	٠	٠	•	•	•	•	•		100	100	19
d to nployee	CHG Healthcare Inc.	Midvale	UT	•	•	•	٠	•		•	•			85	85	
	Chipotle Mexican Grill Inc.	Denver	СО	•	•	•	٠				•	•		70	60	599
	Choate, Hall & Stewart LLP	Boston	MA	٠	•	٠	٠	•	٠	•	•	•		100	100	
	Chobani	Norwich	NY	•	•	•	•	•	•	•	•	•		100		
	Choice Hotels International Inc.	Rockville	MD	٠	•	٠	٠	•	٠	•	•	•		100	100	
	CHS Inc.	Inver Grove Heights	MN	٩	۵									20		93
	Chubb Ltd.	Philadelphia	PA	•	•	٠	•	•	٠	•	•	•		100	100	
	CIGNA Corp.	Bloomfield	CT	٠	•	٠	•	•	•	•	•	•		100	100	70
	Cincinnati Financial Corp.	Fairfield	ОН											0		476
	Cisco Systems Inc.	San Jose	CA	٠	•	٠	•	•	•	•	•	•		100	100	60
	CIT Group Inc.	New York	NY	٠	•	٠	•	٠	•	•	٩	•		95	20	550

Criterion

Rating

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

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

CEI Rating Criteria

- 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 transger individuals without exclusion for medically necessary care (10 point / half credit for inclusive coverage but blanket exclusions for transit related care remain in place)
- 3a Three LGBTQ internal training and education best practices (10 poin
- **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-discrimina standards and philanthropic giving guidelines (5 points)

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

								erion						cating	1
			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
Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	3b	3c	3d	4	201 CEI	201 CEI	For
Citigroup Inc.	New York	NY	٠	•	٠	•	•	٠	•	•	•		100	100	
Citizens Financial Group	Providence	RI	٠	٠	٠	•	•	•	•	•	•		90		4
Citrix Systems Inc.	Fort Lauderdale	FL	٠	٠	٠	٠	•	•	•	•	•		100	100	e
Cleary Gottlieb Steen & Hamilton LLP	New York	NY	٠	•	•	•	•	٠	•	•	•		100	100	
Clifford Chance US LLP	New York	NY	٠	•	٠		•	٠	•	•	•		85	100	
Clorox Co., The	Oakland	CA	•	•	•	•	•	٠	•	•	•		100	100	
Cloudera Inc.	Palo Alto	CA	٠	•	٠		•	٠	•		•		70	100	
CME Group Inc.	Chicago	IL	٠	•	•	•	•	•	•	•	•		100	95	
CNA Financial Corporation	Chicago	IL	٠	•	٠	•	•	٠	•	•	•		100	100	
Coca-Cola Co., The	Atlanta	GA	٠	٠	٠	٠	•	•	•	٠	•		100	100	
Cognizant Technology Solutions Corp.	Teaneck	NJ	٩	۵									20		
Colgate-Palmolive Co.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
Columbia Pipeline Group	Houston	ТХ	•	•	•				•				50		
Comcast NBCUniversal	Philadelphia	PA	•	•	•		•	•	•	•	•		90	100	
Comerica Inc.	Dallas	ТХ	•	•	•	•	•	•	•	•	•		100	100	
Community Health Systems, Inc.	Franklin	TN	٠	۵									20		
Compass Bancshares Inc. (BBVA Compass)	Birmingham	AL	•	•	•	•	•	•	•	•	•		100	100	
Compass Group USA Inc.	Charlotte	NC	•	•	•			•	•	•	•		80	80	
Computer Sciences Corp. (CSC)	Falls Church	VA	•	•				•	•	٩			55	75	
Conagra Brands Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
ConocoPhillips	Houston	ТХ	•	•	•	•		•	•	•	•		90	100	
Consolidated Edison Co.	New York	NY	•	•	•		•	•	•				65	95	
Constellation Brands Inc.	Victor	NY	٠	•	•	•	•	•	•	•	•		100	100	
Constellation Energy Group Inc.	Baltimore	MD	•	•	•			•	•				60		
CONSUMER REPORTS INC.	Yonkers	NY	٠	•	•	•	•	•	•				75		
Consumers Energy	Jackson	МІ	•	•	•		•	•	•	•	•		90	100	
Convergys Corp.	Cincinnati	ОН	•	•	•	•	•	•	•	٥	•		90	100	
Convio Inc.	Austin	ТХ	٩	٩		•			•	٩			45		
Cooley LLP	Palo Alto	CA	•	•	٠	•	•	٠	•	•	•		95	100	
Cooper Tire & Rubber Co.	Findlay	ОН	•	•	٠			•	•	٩	•		75		
Corbis Corp.	Seattle	WA	٩	٩		•				4			35		

Criterion

Rating

CEL	Ratin	n Cri	iteria

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

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

						,							,			_
				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
	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 30	CE 30	Fo
(CoreLogic	Santa Ana	CA	٩	٢	•			•	•				50		9
(Core-Mark Holding Company Inc.	South San Francisco	CA	٩					· · · · · · · · · · · · · · · · · · ·					10	10	
(Corning	Corning	NY	٠	•	•		•	٠	•	•	•		90	100	:
(Cosmopolitan of Las Vegas, The	Las Vegas	NV	٠	•	•	•	•	•	•	•	•		100	100	
(Costco Wholesale Corp.	Issaquah	WA	٠	•	•			٠	•				60		
(Covington & Burling LLP	Washington	DC	•	•	•	•	•	٠	•	•	•		100	100	
(Cox Enterprises Inc.	Atlanta	GA	٠	•	•	•	•	٠	•	•	•		100	90	
(Cozen O'Connor	Philadelphia	PA	•	•	•			٠	•	•			75		
(Cracker Barrel Old Country Store Inc.	Lebanon	TN	٠	•	•			٠	•	•	•		80	60	
(Crate and Barrel / CB2	Northbrook	IL	•	•	٠		•	٠		•	•		80	95	
(Cravath, Swaine & Moore LLP	New York	NY	•	•	•		•	•	•	•	•		90	100	
(Credit Suisse USA Inc.	New York	NY	٠	٠	٠	•	•	٠	•	•	•		100	100	
C	Crowell & Moring LLP	Washington	DC	٠	٠	•	•	٠	٠	•	•	•		100	100	
(Crown Holdings	Philadelphia	PA	•					- - - - - -					10		
(CSAA Insurance Group	Walnut Creek	CA	•	٠	٠	•	•	٠	•	•	•		100	100	
(CST Brands	San Antonio	ТХ	•										10		
0	CSX Corp.	Jacksonville	FL	٠	٠	•		0	٠	•		•		70		
(Cummins Inc.	Columbus	IN	•	•	•	•	•	٠	•	•	•		100	100	
¢	CUNA Mutual Group	Madison	WI	•	•	•	•	•	٠	•	•	•		100	100	
(Cushman & Wakefield Inc.	Chicago	IL	•	•	•	•	•	٠	•	•	•		100		
¢	CVS Health Corp.	Woonsocket	RI	•	•	•		•	٠	•	•	•		90	100	
[Daimler Trucks North America LLC	Portland	OR	•	•	•		•	٠	•	•	•		90	90	
ſ	Dana Inc.	Maumee	ОН	•	•	•			٠	•	٩	•		75		
[Danaher Corp.	Washington	DC	•	•	•	•	•	٠	•	•	•		100	100	
[Daniel J. Edelman Inc.	New York	NY	•	•	•		•	٠	•	•	•		90	100	
[Danone North America	White Plains	NY	•	•	•	•	•	٠	•	•	•		100		
[Darden Restaurants Inc.	Orlando	FL	•	•	•		•	٠	•	•	•		90		
[Davis Polk & Wardwell LLP	New York	NY	٠	•	٠	•	•	٠	•	•			95	95	
[Davis Wright Tremaine LLP	Seattle	WA	•	•	٠	•		٠	•	•	•		90	100	
[DaVita Inc.	Denver	со	•	•	٠	•	•		•				65	85	
1	Day Pitney LLP	Parsippany	NJ	•	•	•	•	•	•	•	•	•		100	100	

Criterion

Rating

Appendix B Ratings and Criteria Breakdowns								Crite	erion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	20. CE	CE 30	100 100
1a Prohibits discrimination based on sexual orientation for all	Dean Foods Co.	Dallas	ТΧ	٩	۵									20		351
operations (15 points) Prohibits discrimination	Debevoise & Plimpton LLP	New York	NY	•	•	٠		•	٠	•	•	٠		85	100	
based on gender identity for all operations (15 points)	Dechert LLP	Philadelphia	PA	•	٠	•	•	•	•	•	•	٠		100	100	
2a Equivalency in same- and	Deere & Co.	Moline	IL	•	•	•		•	٠	•	•	٠		90	90	105
different-sex spousal medical and soft benefits (10 points)	Delek US Holdings	Brentwood	TN	٩	•									20	20	480
2b Equivalency in same- and different- sex domestic partner medical	Dell Technologies Inc.	Round Rock	ТХ	•	•	٠	•	•	٠	•	•	٠		100	100	41
and soft benefits (10 points / half credit for parity across	Deloitte LLP	New York	NY	•	٠	٠	•	•	٠	•	•	٠		100	100	
2c Equal health coverage for transgender	Delta Air Lines Inc.	Atlanta	GA	•	•	٠		•	٠	•	•	٠		85	100	71
individuals without exclusion for medically necessary care (10 points	Denny's Corp.	Spartanburg	SC	•	•	•	•		•	•	•	•		90	75	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Dentons US LLP	Washington	DC	•	•	•	•	•	٠	•	•	٠		100	100	
3a Three LGBTQ internal training and	Depository Trust & Clearing Corp., The	New York	NY	•	•	•	•	•	•	•	•	•		100	95	
education best practices (10 points) 3b Employee group or diversity	Deutsche Bank	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	
council (10 points)	Devon Energy Corp.	Oklahoma City	ОК	•	•	•				•				50		231
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Diageo North America	Norwalk	СТ	•	•	•	•	•	٠	•	•	٠		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Dickinson Wright PLLC	Detroit	MI	•	•	٠	•	•	٠	•	•	•		100	100	
3d Contractor/supplier non-discrimination	Dick's Sporting Goods Inc.	Coraopolis	PA	٩	э									20		340
standards and philanthropic giving guidelines (5 points)	Dickstein Shapiro LLP	Washington	DC	٠	•	•		•	٠	•				65		
Polingo in Crew (1) official actions of	Digitas	Boston	MA	•	•	•	•	•	٠	•	•	٠		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	Dillard's Inc.	Little Rock	AR											0	0	417
to the CEI survey. These ratings are based on publicly available information	Discover Financial Services	Riverwoods	IL	•	•	•	•	•	•	•	•	•		100	100	277
as well as information submitted to HRC from unofficial LGBTQ employee	Discovery Communications Inc.	Silver Spring	MD	٩	•									20		412
groups or individual employees.	DISH Network Corp.	Englewood	CO	٢										10		186
	DLA Piper	Baltimore	MD	•	•	٠	•	•	٠	•	•	٠		100	100	
	Dole Food Co. Inc.	Westlake Village	CA											0		
	Dollar General Corp.	Goodlettsville	TN	•	•	٠		•	٠	•	•	٠		90	100	128
	Dollar Tree Stores Inc.	Chesapeake	VA	٩	a									20		136
	Dominion Energy	Richmond	VA	•	•	٠	•	•	٠	•	•	•		100	75	238
	Domino's Pizza Inc.	Ann Arbor	МІ	٠	•	٠			٠					50	80	815
	Dorsey & Whitney LLP	Minneapolis	MN	٠	•	٠	•	•	٠	•	•	•		100	100	
	Dover Corp.	Downers Grove	IL	٠										10	0	392
	Dow Chemical Co., The	Midland	MI	٠	•	٠	•	•	٠	•	•	•		100	100	62

CEL	Doting	a Criteria
LEI	Rating	i 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 differentsex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
- 2c Equal health coverage for transgende 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 the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are based on publicly available informatic as well as information submitted to HRC from unofficial LGBTQ employe groups or individual employees.

-														tating	
			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
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	20. CEI	For
DR Horton Inc.	Fort Worth	ТХ	٢	٢									20	10	23
Dr Pepper Snapple Group Inc.	Plano	ТХ	•	•	٠						•		45	65	41
Drinker Biddle & Reath LLP	Philadelphia	PA	•	•	٠	•	•	•	•	٠			95	95	
Dropbox Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
osw	Columbus	ОН	•	•	•	•		•	•	•	•		90	90	77
DTE Energy Co.	Detroit	MI	٠	•	•		•	٠	•	٢	•		85	85	2
uane Morris LLP	Philadelphia	PA	•	•	•	•	•	٠	•	•	•		100	100	
luke Energy Corp.	Charlotte	NC	•	•	•	•	•	٠	•	•	•		100	100	13
oun & Bradstreet Corp., The	Short Hills	NJ	•	•	•	•	•	•	•	•	•		100	100	
Dunkin' Brands Group Inc.	Canton	MA	٠	•	٠	•	•	•	•	•	•		100	90	
DXC Technology	Mclean	VA	•	•	•	•		* * * * * * * * * * * * * * * * * * *	•				60		
Dykema Gossett PLLC	Detroit	MI	•	•	٠	•	•	•	•	•	•		100	100	
E&J Gallo Winery	Modesto	CA	•	•	•	•	•	•	•	•	•		100	100	
E*TRADE Financial Corp.	New York	NY	•	•	•	•	•	•	•	•	•		100		9
E. I. du Pont de Nemours and Co. (DuPont)	Wilmington	DE	•	•	•	•	•	•	•	•	•		100	100	1
AB	Washington	DC	•	•	٠	•	•	•	•	•	•		100	100	
EarthLink Inc.	Atlanta	GA	٩	٩		•				٩			35		
Eastern Bank Corp.	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
Eastman Chemical Co.	Kingsport	TN	•	•	•		•	•	•	•	•		90	100	з
Eastman Kodak Co.	Rochester	NY	•	•	•	•	•	•	•	•	•		100	100	
Eaton Corp.	Cleveland	ОН	•	•	•	•	•	•	•	•	•		100	100	
eBay Inc.	San Jose	CA	•	•	•	•	•	•	•	•	•		100	100	3
Ecolab Inc.	St. Paul	MN	•	•	•	•	•	•	•	•	•		100	100	2
Edison International	Rosemead	CA	•	•	•	•	•	•	•	•	•		100	100	2
Edward Jones	St. Louis	МО	•	•	•	•	•	•	•	•	•		100	100	4
Electronic Arts Inc.	Redwood City	CA	•	•	•	•	•	•	•	•	•		100	100	5
Eli Lilly & Co.	Indianapolis	IN	•	•	•	•	•	•	•	•	•		100	100	1
EMCOR Group Inc.	Norwalk	CT	٩					· · · · · · · · · · · · · · · · · · ·					10	20	3
Emerson Electric Co.	St. Louis	МО	•	•	•	•	•	•	•	•	•		100	100	1
Emmis Communications Corporation	Indianapolis	IN			•			•	•				30	40	
Energy Transfer Equity L.P.	Dallas	тх	٩	٩									20		

Criterion

Rating

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

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

CEI Rating Criteria

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

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

							Crite	erion						tating	
			15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
Employer	Headquarters Location	State	1 a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	201 CEI	For 100
Entergy Corp.	New Orleans	LA	٠	•	٠		•	٠	•	•			85	100	263
Enterprise Holdings Inc.	St. Louis	МО	٠	•	٠	•	•	•	•	•			95	95	
Enterprise Products Partners LP	Houston	ТХ											0		122
EOG Resources	Houston	ТХ	۵	۵									20	20	356
ostein Becker & Green PC	New York	NY	٠	•	٠			•	•	٢			70	90	
e Insurance Group	Erie	PA	٠	•	٠		0	•	•	٢	•		80	100	382
t & Young LLP	New York	NY	٠	•	٠	٠	•	•	•	•	•		100	100	
endant Inc.	Deerfield	IL	٩										10		487
ée Lauder Companies Inc., The	New York	NY	٠	•	٠	•	•	•	•	•	•		100	100	253
rance Inc.	San Francisco	CA	٠	•	•			•	•	٩	•		75	90	
an Allen Interiors Inc.	Danbury	СТ	٠	•	٠	•		•			•		65		
tbrite Inc.	San Francisco	CA	٠	•	٠		O		•				55		
rsheds Sutherland (US) LLP	Atlanta	GA	٠	•	٠	•	•	•	•	•	•		100	100	
rsource Energy	Springfield	MA	٠	•	٠		•		•	•			75		358
cellus Health Plan Inc.	Rochester	NY	٠	•	٠		•	•	•	•	•		90	100	
on Corp.	Chicago	IL	٠	•	٠	•	•	•	•	•	•		100	100	89
edia Group	Bellevue	WA	٠	•	٠	•	•	•	•	•	•		100	100	317
editors International of Washington Inc.	Seattle	WA	٩										10		429
erian Americas	Costa Mesa	CA	٠	•	٠	•	•	•	•	•	•		100		
press Scripts Holding Company	St. Louis	МО	٠	•	٠	•	•	•	•	•	•		100	100	22
xon Mobil Corp.	Irving	ТХ	٠	•	٠		•	•	•	•			85	95	4
book Inc.	Menlo Park	CA	٠	•	٠	•	•	•	•	•	•		100	100	98
tSet Research Systems Inc.	Norwalk	СТ	٠	•	٠	•	•	•	•	•	•		100	100	
re Baker Daniels	Chicago	IL	٠	•	٠	•	•	•	•	•	•		100	100	
mers Insurance Group	Woodland Hills	CA	٠	•	٠	•	•	•	•	•	•		100	90	222
AUSLLC	Auburn Hills	MI	٠	•	٠		•	•	•	•	•		90	100	
deral Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	٠	•	٠	•	•	•	•	•	•		100	100	39
eral National Mortgage Association (Fannie Mae)	Washington	DC	٠	•	٠	•	•	•	•	•	•		100	100	20
deral Reserve Bank of Atlanta	Atlanta	GA	٠	•	٠	•	٠	٠	٠	٥	•		100	100	
Federal Reserve Bank of Boston	Boston	MA	٠	٠	٠	•	•	٠	•	•	•		100	100	
Federal Reserve Bank of Chicago	Chicago	IL	٠	•	٠	•	•	•	•	•	•		100	100	

Criterion

Rating

12 Signal and minimal conversion of main and minimal conversion and minimal conversion of main and minimal co	Appendix B	Ratings and Citteria Dieakuowiis							Crite	erion					F	Rating	
1 Product Generation for all origination for all originatin all originatin all origination for all o					15 points	15 points	10 points	15 points	5 points	-25 points	രല	8 Rating	tune 0				
a sead outside for and outside out of generalize production of generalize sead outside out of generalize and out of general	CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	201 CEI	For 100
19 Policy in the second se		Federal Reserve Bank of Cleveland	Cleveland	ОН	٠	•	•	•	•	٠	•	•	•		100	100	
Bale of or generic density in the origination of the origi	operations (15 points)	Federal Reserve Bank of Minneapolis	Minneapolis	MN	•	•	•	•	•	٠	•	•	•		100		
2 Explandaments in ander and methods (1 - point and Rearway Rain & GRA, Mandand Rain Rain (2 - point and Rearway Rain & GRA, Mandand Rain Rain (2 - point and Rearway Rain & GRA, Mandand Rain Rain (2 - point and Rearway Rain & GRA, Mandand Rain Rain (2 - point and Rearway Rain & GRA, Mandand Rain Rain (2 - point and Rearway Rain & GRA, Mandand Rain Rain (2 - point and Rearway Rain & GRA, Mandand Rain Rain (2 - point and Rearway Rain & GRA, Mandand Rain Rain (2 - point and Rearway Rain & GRA, Mandand Rain Rain (2 - point and Rearway Rain & GRA, Mandand Rain (2 - point and Rearway Rain & GRA, Mandand Rain (2 - point and Rearway Rain & GRA, Mandand Rain (2 - point and Rearway Rain & GRA, Mandand Rain (2 - point and Rearway Rain & GRA, Mandand Rain (2 - point and Rearway Rain & GRA, Mandand Rain (2 - point and Rearway Rain & GRA, GRA, Mandand Rain (2 - point and Rearway Rain & GRA, GRA, Mandand Rain (2 - point and Rearway Rain & GRA, Mandand Rain (2 - point and Rearway Rain & GRA, Mandand Rain (2 - point and Rearway Rain & GRA, Mandand Rain (2 - point and Rearway Rain & GRA, Mandand Rain (2 - point and Rearway Rain & GRA, Mandand Rain (2 - point and Rearway Rain & GRA, Mandand Rain (2 - point and Rearway Rain & GRA, Mandand Rain (2 - point and Rearway Rain & GRA, Mandand Rain (2 - point and Rearway Rain & GRA, Mandand Rain (2 - point and Rearway Rain & GRA, Mandand Rain (2 - point and Rearway Rain & GRA, Mandand Rain (2 - point and Rearway Rain & GRA, Mandand Rain (2 - point and Rearway Rain (2 - point and Rearway Rain & GRA, Mandand Rain (2 - point and Rearway Rain & GRA, Mandand Rain (2 - point and Rearway Rain	based on gender identity for	Federal Reserve Bank of New York	New York	NY	٠	٠	•	٠	•	٠	•	•	٠		100	90	
Besideners Selection	2a Equivalency in same- and	Federal Reserve Bank of Philadelphia	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	90	
and control or partier model basic of the partier model basic of the partier model basic of the partier basic of the partier basic of the basic basic of the partier basic of the partier basic of the basic basic of the partier basic of the partier basic of the basic basic of the partier basic of the partier basic of the basic basic of the partier basic of the partier basic of the basic basic of the partier basic of the partier basic of the basic basic of the partier basic of the partier basic basic of the partier basic of the partier basic of the partier basic of the partier basic basic of the partier basic of the partier basic of the partier basic basic of the partier basic of the partier basic of the partier basic basic of the partier basic of the partier basic of the partier basic basic of the partier basic of the part		Federal Reserve Bank of Richmond	Richmond	VA	•	•	•	•	•	٠	•	•	•		100	100	
12 Equit heads compare for parity compare for an experime for an experim experime for an experim		Federal Reserve Bank of San Francisco	San Francisco	CA	•	•	•	•	•	٠	•	•	•		100	100	
2 Enclar heats coverage of vanagened included are treated in placed 7 0	half credit for parity across	Federal Reserve Bank of St Louis	Saint Louis	МО	٠	•	٠	•	•	•	•	٠	•		100	100	
modelay necessory cit (1) points / half cardin findicard: corports performed (2) points	2c Equal health coverage for transgender	FedEx Corp.	Memphis	TN	•	•	•	•	•	٠	•	•	•		90	90	58
Heads Boation MA Image	medically necessary care (10 points	Fenwick & West LLP	Mountain View	CA	•	•	•	•	•	٠	•	•	•		100	100	
3 The LGBTO International panel discussion the practices (1990) registed). Field Phatomal Foundai Corp. Jacksonville FL 3 3 Contractor space or downaly connect (1991) 10 100	but blanket exclusions for transition-	Fidelity Investments	Boston	MA	•	•	•		•	٠	•	•	٠		90	95	
3) Endinguine gramp or clearsity council (Up parks) Find alteraction (Find al		Fidelity National Financial Corp.	Jacksonville	FL	•	•									20		293
noncoind (if points) Finit Think Bancorp Cincinnati OH I	•••••••••••••••••••••••••••••••••••••••	Fidelity National Information Services Inc.	Jacksonville	FL	•	٠	•	•	•	٠	•	•	٠		100	100	301
are angagement to brader LGBTO community, and i suppler (Napolity) and i suppler (Napo	council (10 points)	Fifth Third Bancorp	Cincinnati	ОН	•	•	•	•	•	٠	•	•	•		100	100	389
Image: Instructure Liger Comparison functional control of the Comparison of the Compariso	or engagement to broader LGBTQ	Financial Industry Regulatory Authority Inc.	Washington	DC	•	٠	•	•	•	٠	•	•	٠		100	100	
Sal Achtractsrugging non-discrimination gring guidelines (5 points) First American Financial Corp. Santa Ana CA Image: Contract American Financial Corp. Image: Contract American Financial Contrant American Financi Contract American Financial Contract American	program is in place, must include	Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	٠	•	٠	•	•	٠	•	•	•		100	100	
giving guidelines (6 points) First Data Corp. Manan GA Image: Corp.	3d Contractor/supplier non-discrimination	First American Financial Corp.	Santa Ana	CA	٠	•	٠	٠	٠	٠	•	•	٠		100	100	464
Ratings in Gray Unofficial ratings of the population to repeated invitations to the Cell survey. These ratings are assed an publicity available information assist as well as information assist information assist associal as information assist information assist associal as information associal LaBTO employees. First. Energy Corp. Akron OH a a Image: Corp.		First Data Corp.	Atlanta	GA	•	•	•	٠	•	٠	•	•	•		100	100	242
he Forture 50 companies that haves not responded to repeating area based on publicly analysis area as well as information aubmitted HRC from unofficial LBBTQ employees. First Energy Corp. Akron OH 3 3 Image: Corp. 1m 2m 1m 1m </td <td>Ratings in Gray / Unofficial ratings of</td> <td>First Horizon National Corp.</td> <td>Memphis</td> <td>TN</td> <td>•</td> <td>•</td> <td>•</td> <td></td> <td>0</td> <td>٠</td> <td>•</td> <td>٢</td> <td></td> <td></td> <td>75</td> <td></td> <td></td>	Ratings in Gray / Unofficial ratings of	First Horizon National Corp.	Memphis	TN	•	•	•		0	٠	•	٢			75		
bite CEI survey. These ratings are based on publicly survey. The public survey. These ratings are based on publicly survey. These ratings are based on publicly survey. The public survey. The public survey are based on public survey are based on public survey. The public surv	the Fortune 500 companies that have	FirstEnergy Corp.	Akron	ОН	۲	۵									20	10	196
HRC from unofficial LGBTQ employees. File A Richardson PC Solon MA Image: Construction of the second	to the CEI survey. These ratings are	Fiserv Inc.	Brookfield	WI	۲	۲									20	20	471
Fleisman-Hillard Inc. St. Louis MO Image: St. Louis MO Image: St. Louis <	HRC from unofficial LGBTQ employee	Fish & Richardson PC	Boston	MA	•	٠	•	٠	•	٠	•	•	٠		100	95	
Foley & Lardner LLP Milwaukee Wi ● ● ● ● ● ● 0 100	groups or individual employees.	Fleishman-Hillard Inc.	St. Louis	MO	•	٠	•	•	•	٠	•	•	•		100	100	
Foley Hoag LLP Boston MA Image: Constraint of the constraint of		Fluor Corp.	Irving	ТХ	•	•	•			٠	•				60	80	149
Food Lion Salisbury NC Image: Salisbury Image: Sa		Foley & Lardner LLP	Milwaukee	WI	•	٠	•	•	•	٠	•	•	•		100	100	
Foot Locker Inc.New YorkNYIII<IIIIIIIIIIIIIIIIIIIIIII		Foley Hoag LLP	Boston	MA	•	•	•	٠	•	٠	•	•	•		100	100	
Ford Motor Co.DearbornMIImage: Color of the color of		Food Lion	Salisbury	NC	•	•	•	•	•	٠	•	•	•		100		
Fortive Corp.EverettWAImage: Corp.Image:		Foot Locker Inc.	New York	NY	٩										10		348
Fossil Inc. Richardson TX • • • • • • • 80 75 72		Ford Motor Co.	Dearborn	MI	٠	•	٠		•	•	•	•	•		90	100	10
		Fortive Corp.	Everett	WA	٠	٠	٠	٠	٠	٠	•	•	٠		100	100	
		Fossil Inc.	Richardson	ТХ	•	•	٠	•	٠			•	•		80	75	723
Fox Corporation New York NY • • • • • • • • • • • • • • • • • •		Fox Corporation	New York	NY	٠	•	•	•	٠	•	٠	٠	•		100	0	101

Criterion

Rating

Appendix B	Ratings and Criteria Breakdowns							Crite	erion						Rating	
				15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	3b	3c	3d	4	201 CEI	20. CEI	For 100
1a Prohibits discrimination based on sexual orientation for all	Fox Rothschild LLP	Philadelphia	PA	٠	•	•	•	•	•	•	•	•		100	85	
operations (15 points) Prohibits discrimination	Franklin Templeton Investments	San Mateo	CA	٠	•	٠	•	•	٠	•	•	•		100	100	405
based on gender identity for all operations (15 points)	Fredrikson & Byron	Minneapolis	MN	٠	٠	٠	•	•	٠	•	•	•		100	100	
2a Equivalency in same- and	Freeport-McMoRan Copper & Gold Inc.	Phoenix	AZ	٩	٥									20		175
different-sex spousal medical and soft benefits (10 points)	Freescale Semiconductor Inc.	Austin	ТХ	٠	•	•				•				50		
2b Equivalency in same- and different- sex domestic partner medical	Fried, Frank, Harris, Shriver & Jacobson LLP	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	
and soft benefits (10 points / half credit for parity across	Frontier Communications	Stamford	СТ	٩										10		313
2c Equal health coverage for transgender	Frost Brown Todd LLC	Cincinnati	ОН	٠	•	•	•	•	•	•	•	•		100	100	
individuals without exclusion for medically necessary care (10 points	Galloway, Johnson, Tompkins, Burr & Smith PLC	New Orleans	LA	•	•	•	•	•	٠	•	•	•		100	90	
/ half credit for inclusive coverage, but blanket exclusions for transition-	GameStop Corp.	Grapevine	ТХ	٠	•	٠	•	•	٠	•	•	•		100	100	321
related care remain in place) 3a Three LGBTQ internal training and	Gannett Co. Inc.	Mclean	VA	٠	•	٠	•	•	٠	•	•	•		100	100	
education best practices (10 points) 3b Employee group or diversity	Gap Inc.	San Francisco	CA	٠	•	٠	•	•	٠	•	•	•		100	100	178
council (10 points) 3c Three distinct efforts of outreach	Gartner Inc.	Stamford	СТ	٠	•	٠	•	•	٠	•	•	•		100	100	821
or engagement to broader LGBTQ community, and if supplier diversity	Gastronomy Inc.	Salt Lake City	UT	٩	٩						۹			25		
program is in place, must include LGBTQ suppliers (15 points)	GE Appliances	Louisville	KY	٠	•	٠	•	•	٠	•	•	•		100	100	
3d Contractor/supplier non-discrimination	Genentech Inc.	South San Francisco	CA	٠	•	•	•	•	•	•	•	•		100	100	
standards and philanthropic giving guidelines (5 points)	General Dynamics Corp.	Falls Church	VA	٠	•	•			•	•	٩	•		75		90
Ratings in Gray / Unofficial ratings of	General Electric Co.	Boston	MA	٠	•	•		•	•	•	•	•		90	100	13
the Fortune 500 companies that have not responded to repeated invitations	General Mills Inc.	Minneapolis	MN	٠	•	•	•	•	•	•	•	•		100	100	165
to the CEI survey. These ratings are based on publicly available information	General Motors Co.	Detroit	МІ	٠	•	•	•	•	•	•	•	•		100	100	8
as well as information submitted to HRC from unofficial LGBTQ employee	Genesco Inc.	Nashville	TN	٠	•	•		•	•	•	•	•		90	85	751
groups or individual employees.	Genesis HealthCare Corp.	Kennett Square	PA	٩	۵									20	10	454
	Genuine Parts Co.	Atlanta	GA	a 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2										0		180
	Genworth Financial Inc.	Richmond	VA	•	•	٠	•	•	•	•	•	•		100	100	329
	Giant Eagle Inc.	Pittsburgh	PA	٠	•	٠			٠	•				60	85	
	GIANT Food Stores, LLC	Carlisle	PA	٠	•	٠	•	•	٠	•	•	•		100		
	Giant of Maryland, LLC	Landover	MD	•	•	٠	•	•	٠	•	•	•		100		
	Gibson, Dunn & Crutcher LLP	Los Angeles	CA	٠	٠	٠		●	•	•	•	•		85	100	
	Gilead Sciences Inc.	Foster City	CA	•	•	٠	•	•	٠	•	•	•		100	100	92
	GlaxoSmithKline LLC	Research Triangle Park	NC	•	•	٠	•	•	•	•	•	•		100	100	
	Global Partners	Waltham	MA	٩										10		334

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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)

CEI Rating Criteria

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

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

* During the CEI survey cycle, the HRC Foundation became aware of an app distribut Google's Play Store that supports the practic so-called "conversion therapy." Sometimes k as "reparative therapy," so-called "conversion therapy" includes a range of dangerous and discredited practices that falsely claim to cha a person's sexual orientation or gender identi expression. Such practices have been rejected by every mainstream medical and mental hea organization for decades. Minors are especia vulnerable, and conversion therapy can lead depression, anxiety, drug use, homelessness suicide. Pending remedial steps by the comp to address this app that can cause harm to th LGBTQ community, the CEI rating is suspen

-														tating	
			15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune				
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE S		Fo
lobal Payments Inc.	Atlanta	GA	٠	٠	•	•	•	٠	•		•		85		66
DADDY Inc.	Scottsdale	AZ	٠	٠	•	•	•	٠	•	٠	•		100	90	98
Idman Sachs Group Inc., The	New York	NY	٠	٠	٠	•	•	٠	•	٠	•		100	100	7
oodwin Procter LLP	Boston	MA	٠	•	•	•	•	•	•	•	•		100	100	
oodyear Tire & Rubber Co.	Akron	ОН	٠	•	•		•	٠	•	•	•		90	90	18
ogle Inc.*	Mountain View	CA	*	*	*	*	*	*	*	*	*			100	:
rdon Rees Scully Mansukhani, LLP	San Francisco	CA	٠	•	٠	•	•	•	•	•	•		100	100	
ulston & Storrs	Boston	MA	٠	•	•		●	٠	•	٢	•		80		
aham Holdings	Arlington	VA			•								10		8
ant Thornton LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
aybar Electric Company Inc.	St. Louis	МО	٠	۵									20		4
eat River Energy	Maple Grove	MN	٠	•	•		•		•	•	•		85		
eenberg Traurig LLP	New York	NY	•	•	•		•	•	•	•	•		90	85	
roup 1 Automotive	Houston	ТХ	•		٠								25		2
oup Health Cooperative	Seattle	WA	•	•	•		Ð	•	•	٩	•		80		
oupon Inc.	Chicago	IL	•	•	٠	•	•	٠	•	•	•		100	100	7
ardian Life Insurance Co. of America, The	New York	NY	•	•	•	•	•	•	•	•	•		100	100	2
uess? Inc.	Los Angeles	CA	•	•	٠			٠	•	•	•		85		8
&M Hennes & Mauritz AB	North Arlington	NJ	•	•	•		O						45		
&R Block Inc.	Kansas City	MO	٠	•	•	•	•	٠		•			85	80	7
E. Butt Grocery Co.	San Antonio	ТХ	٩			•			•				30		
achette Book Group	New York	NY	٠	•	•								40	65	
ain Celestial Group Inc., The	Lake Success	NY	•	•	•		O	•	•	٩	•		80	100	
alliburton Co.	Houston	ТХ	- - - -										ο		1
allmark Cards Inc.	Kansas City	МО	٠	•	•	•	•	•	•	•	•		100	100	
anesbrands Inc.	Winston- Salem	NC	•	•	•		•		•	•			75	90	4
annaford Supermarkets	Scarborough	ME	٠	•	•	•	•	•	•	•	•		100		
anover Insurance Group Inc.	Worcester	MA	•	•	•	•	•	•	•	•	•		100	100	5
arley-Davidson Inc.	Milwaukee	WI	•	•	•		•	•	•	•	•		90		4
arman International Industries Inc.	Stamford	CT											0		
Harris Corp.	Melbourne	FL	•		•		•	•			•		100	100	36

Criterion

Rating

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Appendix B	Ratings and Criteria Breakdowns							Crite	erion					F	Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	CEI 201	For 100
1a Prohibits discrimination based on sexual orientation for all	Hartford Financial Services Group Inc., The	Hartford	CT	٠	•	٠	•	•	٠	•	•	•		100	100	153
operations (15 points)	Harvard Pilgrim Health Care Inc.	Wellesley	MA	٠	•	٠	•	•	٠	•	•	•		100	100	
1b Prohibits discrimination based on gender identity for	Hasbro Inc.	Pawtucket	RI	•	•	•		•	٠	•	•	•		85	100	509
all operations (15 points) 2a Equivalency in same- and	Hawaiian Airlines Inc.	Honolulu	ні	٠	•	٠	•	•		•	•			85	85	819
different-sex spousal medical and soft benefits (10 points)	Haynes and Boone LLP	Dallas	ТΧ	٠	•	٠	•	•	٠	•	•	•		100	95	
2b Equivalency in same- and different- sex domestic partner medical	HCA - Hospital Corporation of America	Nashville	TN	•	•	•		•	•		•			70	90	63
and soft benefits (10 points / half credit for parity across	HD Supply	Atlanta	GA	۵	۵									20		364
2c Equal health coverage for transgender	Health Care Service Corp.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
individuals without exclusion for medically necessary care (10 points	Health Net Inc.	Woodland Hills	CA	٩	٩	•			•					40		
/ half credit for inclusive coverage, but blanket exclusions for transition-	Henry Schein Inc.	Melville	NY	•	•	•	•	•	•	•	•	•		100	100	243
related care remain in place) 3a Three LGBTQ internal training and	HERE North America LLC	Chicago	IL	•	•	•	•	•	•	•	٩	•		90	100	
education best practices (10 points)	Herman Miller Inc.	Zeeland	МІ	•	•	•	•	•	•	•	•	•		100	100	874
3b Employee group or diversity council (10 points)	Herrick Feinstein LLP	New York	NY	•	•	•		•	٠	•		•		80		
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Hershey Co., The	Hershey	PA	•	•	•	•	•	•	•	•	•		100	100	369
community, and if supplier diversity program is in place, must include	Hertz Global Holdings Inc.	Estero	FL	•	•	•	•	•	•	•	•	•		100	95	296
LGBTQ suppliers (15 points) 3d Contractor/supplier non-discrimination	Hess Corp.	New York	NY	•	•	•						•		45		525
standards and philanthropic giving guidelines (5 points)	Hewlett Packard Enterprise Co.	Palo Alto	CA	•	•	•		•	•	•	٩	•		80	100	59
	Highmark Inc.	Pittsburgh	PA	•	•	•	•	•	•	•	•	•		90		
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Hilti Inc.	Planto	ТΧ	•		•	•	•		•	•			65		
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Hilton Inc.	McLean	VA	•	•	•	•	•	•	•	•	•		100	100	241
as well as information submitted to HRC from unofficial LGBTQ employee	Hinshaw & Culbertson LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
groups or individual employees.	Hitachi Consulting Corp.	Dallas	ТΧ	•	•	•	•	•		•	•	•		90		
	Hogan Lovells US LLP	Washington	DC	•	•	•	•	•	٠	•	•	•		100	100	
	Holland & Hart LLP	Denver	со	٩	٩					•	۲			35		
	Holland & Knight LLP	Brandon	FL	•	•	•	•	•	٠	•	•	•		100		
	HollyFrontier Corp.	Dallas	ТΧ	٩	э									20		274
	Home Depot Inc., The	Atlanta	GA	•	•	•		•	٠	•	•	•		90	100	23
	Honda North America Inc.	Marysville	ОН	•	•	•		•		•	•			75	85	
	Honeywell International Inc.	Morris Township	NJ	•	•				٠	•	٩			55		73
	Horizon Healthcare Services Inc.	Newark	NJ	•	•	•	•	•	•	•	•	•		100	85	
	Hormel Foods Corp.	Austin	MN	•	•	٠	●	•	٠	٠	•	•		95	100	295
				1		-										

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								Crite	erion						cating	
				15 points	15 points	10 points	15 points	5 points	-25 points	9 Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	2019 CEI Rá	201 CEI	For 100
1a Prohibits discrimination based on sexual orientation for all	Hortonworks Inc.	Santa Clara	CA	•	•	٠				•				50		
operations (15 points)	Host Hotels & Resorts Inc.	Bethesda	MD	•	•	•	•	•			•	•		80	75	472
1b Prohibits discrimination based on gender identity for	Houghton Mifflin Harcourt Co.	Boston	MA	•	•	٠	•	•			•			70	95	
all operations (15 points) 2a Equivalency in same- and	Howard & Howard Attorneys PLLC	Royal Oak	MI	•	•	•		•			•			65	75	
different-sex spousal medical and soft benefits (10 points)	HP Inc.	Palo Alto	CA	•	•	•		•	•	•	•	•		90	100	61
2b Equivalency in same- and different- sex domestic partner medical	HRG Group	New York	NY	•										10		418
and soft benefits (10 points / half credit for parity across	HSBC USA	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	
2c Equal health coverage for transgender	HSN Inc.	St. Petersburg	FL	•	•	•	•		•	•	•	•		90	85	641
individuals without exclusion for medically necessary care (10 points	Hughes Hubbard & Reed LLP	New York	NY	•	•	•		•	•	•	•	•		90	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Humana Inc.	Louisville	KY	•	•	•	•	•	•	•	•	•		100	100	53
related care remain in place) 3a Three LGBTQ internal training and	Huntington Bancshares Inc.	Columbus	ОН	•	•	•	•	•	•	•	•	•		100	100	610
education best practices (10 points) 3b Employee group or diversity	Huntington Ingalls Industries	Newport News	VA	•	•	٠	•	•	٠	•	٢	•		90	100	380
council (10 points)	Hunton Andrews Kurth LLP	Washington	DC	•	•	•	•	•	٠	•	•			95	95	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Huntsman Corp.	The Woodlands	ТХ	•	•	٠						•		45	70	289
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Huron Consulting Group Inc.	Chicago	IL	•	•	٠	•	•	٠	•	•	•		100	100	
3d Contractor/supplier non-discrimination	Husch Blackwell LLP	St. Louis	МО	•	•	٠	•	•	•	•	•	•		100	100	
standards and philanthropic giving guidelines (5 points)	Hyatt Hotels Corp.	Chicago	IL	٠	•	٠	•	•	٠	•	•	•		100	100	552
Ratings in Gray / Unofficial ratings of	Hyundai Motor America	Fountain Valley	CA	•	•	•	•	•	•	•	•	•		100	100	
the Fortune 500 companies that have not responded to repeated invitations	IAC/InterActiveCorp.	New York	NY	٠	•	•	•	•	٠	•	•	•		100	100	705
to the CEI survey. These ratings are based on publicly available information	IBM Corp.	Armonk	NY	•	•	٠	•	•	٠	•	•	•		100	100	32
as well as information submitted to HRC from unofficial LGBTQ employee	Icahn Enterprises LP	New York	NY											0	0	168
groups or individual employees.	Ice Miller LLP	Indianapolis	IN	٠	•	٠	•	•	٠	•	•	•		100	85	
	iHeartMedia Inc.	San Antonio	ТХ	•	•			•	•	•	٩			60		426
	IHS Markit Ltd.	New York	NY	•	•	٠	•	•	٠	•	•	•		100	90	
	IKEA Holding US Inc.	Conshohocken	PA	٠	•	•	٠	•	٠	•	•	•		100	100	
	Illinois Tool Works Inc.	Glenview	IL	٠	•									30	60	202
	Imation Corp.	Oakdale	MN	٠	•									30		
	Indeed Inc.	Austin	ТХ	٠	•	•	٠	•	٠	•	•	•		100	100	
	Informa PLC	London	England	٠	•	٠	•	•		•	•	•		90		
	Infosys Limited Inc.	Plano	ТΧ	•	•	٠				•				50		
	Ingersoll-Rand Company	Davidson	NC	•	•	•		•	•	•	•	•		90	100	

Criterion

Rating

								Crit	erion				
				15 points	15 points	10 points	15 points	5 points	-25 points				
CEI Rating Criteria	Employer	Headquarters Location	State	1 a	1b	2a	2b	2c	3a	3b	3c	3d	4
1a Prohibits discrimination based on sexual orientation for all operations (15 points)	Ingram Micro	Irvine Westchester	CA	•	•	•	•	•		•	•	•	
1b Prohibits discrimination based on gender identity for	Ingredion Inc.	Tempe	IL AZ	•	•	•		•	•				
all operations (15 points) 2a Equivalency in same- and	Instacart Inc.	San Francisco	CA	•		•			•	•			
different-sex spousal medical and soft benefits (10 points)	Intel Corp.	Santa Clara	CA	•	•	•	•	•	•	•	•	•	
2b Equivalency in same- and different- sex domestic partner medical	Intercontinental Exchange	Atlanta	GA										
and soft benefits (10 points / half credit for parity across	InterContinental Hotels Group Americas	Atlanta	GA	٠	•	٠	•	٠	٠	•	•	•	
some, but not all benefits) 2c Equal health coverage for transgender	International Flavors & Fragrances	New York	NY	٠	•	٠	•	•	٠	•	•	•	
individuals without exclusion for medically necessary care (10 points	International Paper Co.	Memphis	TN				•			•			
/ half credit for inclusive coverage, but blanket exclusions for transition-	Interpublic Group of Companies Inc.	New York	NY	٠	٠	٠	٠	٠	٠	•	٠	•	
related care remain in place) 3a Three LGBTQ internal training and	INTL FCStone Inc.	New York	NY	۲									
education best practices (10 points)	Intuit Inc.	Mountain View	CA	٠	•	٠	•	•	٠	•	•	•	
3b Employee group or diversity council (10 points)	Invesco Ltd.	Atlanta	GA	٠	•	٠		0					
3c Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity	Iron Mountain Inc.	Boston	MA	٠	٠	٠	٠	٠	٠	٠	•	•	
program is in place, must include LGBTQ suppliers (15 points)	ITT Corp.	White Plains	NY	٩						•	۹		
3d Contractor/supplier non-discrimination standards and philanthropic	J. B. Hunt Transport Services Inc.	Lowell	AR	٢	۵								
giving guidelines (5 points)	J. Crew Group Inc.	New York	NY	٠	•	٠	•	•	•	•	•	•	
Ratings in Gray / Unofficial ratings of	J. M. Smucker Co.	Orrville	ОН	٠	•	٠		●	٠				
the Fortune 500 companies that have not responded to repeated invitations	J.C. Penney Co. Inc.	Plano	ТХ	٠	•	٠		0	٠	•	٩	•	
to the CEI survey. These ratings are based on publicly available information	Jabil Circuit Inc.	St. Petersburg	FL	٢	۲								
as well as information submitted to HRC from unofficial LGBTQ employee	Jackson Walker LLP	Dallas	ТХ	٠	•	٠			٠	•	•		
groups or individual employees.	Jacobs Engineering Group Inc.	Pasadena	CA	•	•	•	•	•	•	•	•	•	
	Janus Henderson Investors	London	England	٠	•	٠	•	٠	•	٠	•	•	
	Jenner & Block LLP	Chicago	IL	٠	•	٠	•	٠	•	٠	٠	•	
	JetBlue Airways Corp.	Long Island City	NY	٠	•	٠		٠	•	•	•	•	
	JLL	Chicago	IL	٠	•	٠	•	•	٠	•	•	•	
	John Hancock Financial Services Inc.	Boston	MA	٠	•	٠	•	٠	٠	•	•	•	
	John Wiley & Sons Inc.	Hoboken	NJ	•	•	•	•	•		•	٩	•	
	Johnson & Johnson	New Brunswick	NJ	٠	٠	٠	•	٠	٠	•	•	•	
	Johnson Controls Inc.	Milwaukee	WI	٠	٠	٠	٠	•		•	٩		
	JPMorgan Chase & Co.	New York	NY	٠	•	٠	•	•	٠	•	•	٠	

Criterion

Rating

CEI Rating 2018 CEI Rating

100 100

100 100

100 100

Fortune 1000

CORPORATE EQUALITY INDEX 2019

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

CEI Rating Criteria

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

Ratings in Gray / Unofficial rating the Fortune 500 companies that h not responded to repeated invitati to the CEI survey. These ratings a based on publicly available inform as well as information submitted to HRC from unofficial LGBTQ empl groups or individual employees.

Family		State	15 points	15 points	10 points	10 points	10 points	10 points	dc 10 points	15 points	5 points	 -25 points 	2019 CEI Rating	2018 CEI Rating	
Employer	Headquarters Location	State	1a		20	20		Ja	30	30					
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	•	•	•		0	•	•	•	•		80		
KB Home	Los Angeles	CA	•	٩		•		-		a			35		
Kelley Drye & Warren LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	'
Kellogg Co.	Battle Creek	MI	•	•	•	•	•	•	•	•	•		100	100	ſ
Kelly Services Inc.	Troy	MI	•	•	•	•	•	•	•	•	•		100	100	ſ
Kenneth Cole Productions Inc.	New York	NY	•	•	•	•		٠	•	•	•		90		
Kenyon & Kenyon	New York	NY	•	•	•			•	•				60		
Keurig Green Mountain	Waterbury	VT	•	•	•	•	●	٠		٢	•		80	95	i
KeyBank	Cleveland	ОН	•	•	•	•	•	•	•	•	•		100	100	1
Kilpatrick Townsend & Stockton LLP	Atlanta	GA	•	•	•	•	•	٠	•	•	•		100	100	,
Kimberly-Clark Corp.	Irving	ТХ	•	•	•		•	٠	•	•	•		90	100	,
Kimpton Hotel & Restaurant Group LLC	San Francisco	CA	•	•	•	•	•	٠	•	•	•		100	100	,
Kinder Morgan Inc.	Houston	ТХ	э	۵									20		
Kindred Healthcare	Louisville	KY	•	•				٠	•	٩	•		70	100	,
King & Spalding LLP	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	,
Kirkland & Ellis LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	,
KKR & Co. LP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	,
KLA-Tencor Corp.	Milpitas	CA	٩			•							20		
Kohler Co.	Kohler	WI	•	•	•		•	•	•	•	•		90	90	,
Kohl's Corp.	Menomonee Falls	WI	•	•	•		•		•	•	•		80	100	,
Komatsu Mining Corp.	Milwaukee	WI	•	•		Ð	•		•	•			75	80	,
Korn/Ferry International	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100		
KPMG LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	,
Kraft Heinz Company, The	Chicago	IL	•	•	•	•	•	•	•	•	•		100	90	,
Kramer Levin Naftalis & Frankel LLP	New York	NY	•	•	•		•	•	•	•			85	100	,
Kroger Co., The	Cincinnati	ОН	•	•	•	•	•	•	•	•	•		100	95	
Kutak Rock LLP	Omaha	NE	•		1						•			100	

Criterion

Rating

66		

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

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

CEI Rating Criteria

- 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-discriminati standards and philanthropic giving guidelines (5 points)

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

Ratings and Criteria Breakdowns							Crite	erion					F	Rating	
			15 points	15 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	201 CEI	201 CEI	For 100
L Brands Inc.	Columbus	ОН	•	٠	•	•	•	٠	•	•	•		100	100	220
L.L. Bean Inc.	Freeport	ME	•	٠				٠					40		
L-3 Communications Holdings	New York	NY	۵	۲									20		273
Laboratory Corporation of America Holdings	Burlington	NC	•	•	•	•	•	٠	•	•	•		100	100	290
Laclede Group Inc., The	St. Louis	МО	•	•	•	•				٥			60	65	
Land O'Lakes Inc.	Arden Hills	MN	•	•	•		•	٠	•	۵	•		80	100	209
Lane Powell PC	Seattle	WA	•	•	•	•	•	٠	•	•	•		100	100	
Las Vegas Sands Corp.	Las Vegas	NV	٩	۵									20		249
Latham & Watkins LLP	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	
Lathrop & Gage LLP	Kansas City	МО	•	٠	•	•	•	٠	•	٠			90		
Lear Corp.	Southfield	MI	•	•	•		•	•	•	•	•		90		151
LeClairRyan	Richmond	VA	•	•	•	•	•	•	•	•			95	95	
Legg Mason Inc.	Baltimore	MD	•	•	•	•	•	•	•	•	•		100	95	783
Leidos Holdings	Reston	VA	•	٠	•	•	•		•	•	•		85	100	381
Lendlease Americas Inc.	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	
_ennar Corp.	Miami	FL	۵	۵									20		260
LENOVO (UNITED STATES) INC.	Morrisville	NC	•	•	•	•	•	٠	•	•	•		100	100	
Leo Burnett Company Inc.	Chicago	IL	•	٠	•	•	•	٠	•	٠	•		100	100	
Leucadia National Corporation	New York	NY											ο		262
Level 3 Communications Inc.	Broomfield	со	•	٠	•	•	•	٠	•	۵	•		90	100	336
Levi Strauss & Co.	San Francisco	CA	•	•	•	•	•	٠	•	•	•		100	100	542
LexisNexis Group	New York	NY	•	٠	•		•	٠	•				65	95	
Lexmark International Inc.	Lexington	KY	•	•	•	•	•	•	•	•	•		100	100	
Liberty Global Inc.	Englewood	CO	15										15		491
Liberty Interactive Corp.	Englewood	CO	-										ο		269
Liberty Mutual Group	Boston	МА	•	•	•	•	•	•	•	•	•		100	100	75
LifePoint Health	Brentwood	TN	۵										10		374
Lincoln National Corp.	Radnor	PA	•	•	•	•	•	•	•	•	•		100	100	207
Lindquist & Vennum LLP	Minneapolis	MN	٠	٠	•		0	٠	•	٥	•		80	100	
LinkedIn	Sunnyvale	CA	•	٠	•	•	٠	٠	•	•	•		100	100	
Lions Gate Entertainment Corp.	Santa Monica	CA	•	•	٠	•	•	•	•	•	•		100		

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

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

								Criti	erion						cating	
				15 points	15 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	201 CEI	201 CEI	For 100
	Lithia Motors, Inc.	Medford	OR	٩										10		318
	Littler Mendelson PC	San Francisco	CA	•	•	٠	•	•	•	•	•	•		100	100	
	Live Nation Entertainment Inc.	Beverly Hills	CA	•	•	٠	•	•	•	•	•	•		100	100	330
	LKQ Corp.	Chicago	IL	٢	۵									20		304
	Locke Lord LLP	Dallas	ТΧ	•	•	٠	•	•	•	•	•	•		100	100	
nt-	Lockheed Martin Corp.	Bethesda	MD	•	•	٠	•	•	•	•	•	•		100	100	56
	Loeb & Loeb LLP	Los Angeles	CA	٠	٠	٠	•	•	٠	•	•	•		100	90	
ender	Loews Corp.	New York	NY	٠	•	٠					٥	•		55	75	213
nts	L'Oréal USA Inc.	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	
ge, tion-	Lowenstein Sandler LLP	New York	NY	٠	•	٠	•	•	٠	•	•	•		100	100	
ıd	Lowe's Companies Inc.	Mooresville	NC	•	•	٠	•	•	•	•	•	•		100	75	40
nts)	LPL Financial Holdings Inc.	Boston	MA	•	•	٠	•	•	•	•	•	•		90	100	584
	Lubrizol Corp.	Wickliffe	ОН	•	•	٠	0	•	•	•	٢			85	95	
Q	Lyft Inc.	San Francisco	CA	•	•	٠	•	•	•	•	•	•		100	100	
ity	M&T Bank Corp.	Buffalo	NY	•	•	٠	•	•	•	•	•	•		100	95	455
nation	Macquarie Group Ltd.	New York	NY	•	•	•	•	•	•	•	•	•		100	85	
	Macy's Inc.	Cincinnati	ОН	•	•	٠	•	•	•	•	•	•		100	100	110
an of	Mallinckrodt LLC	Hazelwood	MO	•	•	٠	•	•	•	•	•	•		100	100	
ngs of have tions	Manatt, Phelps & Phillips LLP	Los Angeles	CA	•	•	٠	•	•	•	•	•	•		100	100	
are	ManpowerGroup	Milwaukee	WI	•	•	٠	•	•	•	•	•	•		100	100	146
to loyee	Marathon Oil Corp.	Houston	ТΧ	•	•	٠			•	•				60		536
	Marathon Petroleum Corp.	Findlay	ОН	•	•	٠	•	•	•	•	•	•		95	85	51
	Markel Corporation	Glen Allen	VA											0		460
	Marriott International Inc.	Bethesda	MD	•	•	٠	•	•	•	•	•	•		100	100	163
	Mars Inc.	Mt. Olive	NJ	•	•	٠	•	•		•	•	•		90	90	
	Marsh & McLennan Companies Inc.	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	210
	Masco Corp.	Taylor	МІ	•	•	•		•	•	•	•			85	0	372
	Massachusetts Mutual Life Insurance Co.	Springfield	MA	•	•	٠	•	•	•	•	•	•		100	100	77
	Mastercard	Purchase	NY	٠	٠	•	٠	٠	٠	•	•	•		100	100	267
	Mattel Inc.	El Segundo	CA	٠	•	•		•	٠		٩	•		65		474
	Mayer Brown LLP	Chicago	IL	٠	٠	•	٠	٠	٠	•	•	•		100	100	

Criterion

Rating

Appendix B	Ratings and Criteria Breakdowns							Crite	erion						Rating	
				15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	CEI CEI	100
1a Prohibits discrimination based on sexual orientation for all	MB Financial Inc.	Chicago	IL	•	•	٠	•	0	•	•	•			90	95	
operations (15 points)	McCarter & English LLP	Newark	NJ	٠	٠	•			•	•	•			75	85	
1b Prohibits discrimination based on gender identity for all operations (15 points)	McCormick & Company Inc.	Sparks	MD	•	•	•		•	•	•	•	•		90	75	553
2a Equivalency in same- and	McDermott Will & Emery LLP	Chicago	IL	٠	•	•	•	•	•	•	•	•		100	100	
different-sex spousal medical and soft benefits (10 points)	McDonald's Corp.	Oak Brook	IL	•	•	•	•	•	•	•	•	•		100	100	112
2b Equivalency in same- and different- sex domestic partner medical	McGraw-Hill Global Education Holdings LLC	New York	NY	٠	•	•	•	•		•				70	90	
and soft benefits (10 points / half credit for parity across	McGuireWoods LLP	Richmond	VA	•	•	•	•		•	•	•			80	85	
2c Equal health coverage for transgender	McKesson Corp.	San Francisco	CA	٠	•	•	•	•	•	•	•	•		100	100	5
individuals without exclusion for medically necessary care (10 points	McKinsey & Co. Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Medallia Inc.	San Mateo	CA	•	•	•	•	•	•	•	•	•		100	100	
3a Three LGBTQ internal training and	Medidata Solutions Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100		
education best practices (10 points) 3b Employee group or diversity	Medtronic PLC	Minneapolis	MN	•	•	•		•	•	•	•	•		90	100	
council (10 points)	Meijer Inc.	Grand Rapids	МІ	٠	•	•	•	•	•	•	•			90	95	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Mercedes-Benz Financial Services USA LLC (MBFS)	Farmington Hills	мі	•	•	•			•	•	•			75		
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Merck	Kenilworth	NJ	٠	•	•	•	•	•	•	•	•		100	100	69
3d Contractor/supplier non-discrimination	Mesirow Financial Holdings Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	90	
standards and philanthropic giving guidelines (5 points)	MetLife Inc.	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	42
	MGM Resorts International	Las Vegas	NV	•	•	•	•	•	•	•	•	•		100	95	297
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	Michael Best & Friedrich LLP	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	
to the CEI survey. These ratings are based on publicly available information	Micron Technology Inc.	Boise	ID	۵	۵									20		226
as well as information submitted to HRC from unofficial LGBTQ employee	Microsoft Corp.	Redmond	WA	•	•	•	•	•	•	•	•	•		100	100	28
groups or individual employees.	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	•	•	•			5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5					40		156
	Mondelez International Inc.	East Hanover	NJ	•	•	•		0	•	•	٩	•		80		109
	Montgomery McCracken Walker & Rhoads LLP	Philadelphia	PA	•	•	٠	•	•	•	•	•	•		100		
	Moody's Corp.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	631
	Moore & Van Allen PLLC	Charlotte	NC	•	•	•	•	•	•	•	•	•		100	100	
						:			:							

Appendix B Ratings and Criteria Breakdowns

CORPORATE EQUALITY INDEX 2019 69

CEI	Dating	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 differentsex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
- 2c Equal health coverage for transgende 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 the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are based on publicly available informatic as well as information submitted to HRC from unofficial LGBTQ employe groups or individual employees.

			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
mployer	Headquarters Location	State	1a	1b	2a	2b	2 c	3a	3b	3c	3d	4	CE 50	8 5	5 B
lorgan Stanley	New York	NY	٠	•	٠	•	•	•	•	•	•		100	100	7
rgan, Lewis & Bockius LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		95	100	
rningstar Inc.	Chicago	IL	٠	•	٠	•	•	٠	•	٠	•		100	100	
rris, Manning & Martin LLP	Atlanta	GA	٠	•	٠	•	•	٠	•	٠	•		100	100	
rrison & Foerster LLP	San Francisco	CA	٠	•	٠	•	•	٠	•	٠	•		100	100	
saic Co.	Plymouth	MN	٠	•	٠		●			٢	•		60		37
orola Solutions Inc.	Chicago	IL	٠	•	٠	•	•	٠	•	٠	•		100	95	43
la Corporation	Mountain View	CA	٠	•	•	•	•	•	•	•			95		
GROUP Americas	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	
FG Union Bank, N.A.	New York	NY	٠	•	٠	•	•	٠	•	•	•		100	100	
ger, Tolles & Olson LLP	Los Angeles	CA	٠	•	•	•	•	•	•	•	•		100	100	
bhy USA	El Dorado	AR											О		29
ual of Omaha Insurance	Omaha	NE	•	•	•		•	•	•	•	•		90	95	34
SDAQ Inc.	New York	NY	•	•	٠	•	•	٠	•	•	•		100	85	62
onal CineMedia Inc.	Centennial	со	•	•	•	•	•		•		•		75		
onal Grid USA	Waltham	MA	•	•	٠		•	٠	•	•	•		85	100	
onal Oilwell Varco Inc.	Houston	ТΧ	۵	٠									20		37
onwide	Columbus	ОН	•	•	•	•	•	•	•	•	•		100	100	e
ent	Wilmington	DE	•	•	•		•	•	•	٩	•		85	100	51
igant Consulting Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
istar International Corp.	Lisle	IL	•	•	•			•	•	٩	•		70		33
Corp.	Duluth	GA	•	•	•	•	•	•	•	•	•		100	100	40
on Mullins Riley & Scarborough LLP	Columbia	SC	•	•	•			•	•	•			75	85	
Ié Purina PetCare Co.	St. Louis	МО	•	•	•	•	•	•	•	•	•		100	100	
Ié USA Inc.	Glendale	CA	•	•	•	•	•	•	•	•	•		100	95	
tle Health Science	Bridgewater	NJ	•	•	•	•	•	•	•				80		
tle Waters North America Inc.	Stamford	СТ	•	•	•	•	•	•	•	•	•		95		
App Inc.	Sunnyvale	CA	•	•	•	•		•		•	•		85		46
tflix Inc.	Los Gatos	CA	•	•	•	•	•	•	•	•	•		100	100	3
ew Relic Inc.	San Francisco	CA	•	•	•	•	•	•	•	•			95	95	
ew York Life Insurance Co.	New York	NY	•					_		•	•		100	95	

Criterion

Rating

70

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

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

CEI Rating Criteria

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

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								Citt							tating	
				15 points	15 points	10 points	15 points	5 points	-25 points	9 Rating	2018 CEI Rating	Fortune 1000				
	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	201 CEI	For 100
d	New York Times Co.	New York	NY	•	•	•			٠	•				60		
	Newell Brands Inc.	Atlanta	GA	٠	•	•		●	٠	•	٢	•		80		208
	Newmont Mining Corporation	Greenwood Village	CO	٠	•	٠		•	٠	•	٩	•		80	100	328
	News Corp.	New York	NY											0		332
	NextEra Energy Inc.	Juno Beach	FL	٩	٩	٠			٠	•				50		170
erent-	NGL Energy Partners	Tulsa	OK	٩	۵									20		237
	Nielsen	New York City	NY	٠	•	•	•	•	٠	•	•	•		100	100	
nsgender	Nike Inc.	Beaverton	OR	٠	•	•	•	•	٠	•	•	•		100	100	88
for points	NiSource Inc.	Merrillville	IN	٠	•	•		•	٠	•	•	•		90	100	545
erage, ansition-	Nissan North America Inc.	Franklin	TN	٠	•	•		•	٠	•	•	•		90	100	
g and	Nixon Peabody LLP	Boston	MA	٠	•	٠	٠	•	٠	•	•	•		100	100	
points)	Nokia Inc.	Irving	тх	٠	•	•	٠	•	٠	•	•	•		100	100	
	Nomura	New York	NY	٠	•	٠	٠	•	٠	•	•			95		
ich BTQ	Nordstrom Inc.	Seattle	WA	٠	•	•	٠	•	٠	•	•	•		100	100	188
versity ude	Norfolk Southern Corp.	Norfolk	VA	٠	•	٠			٠	•		•		65	100	284
rimination	Nortel Networks Corp.	Richardson	тх	٩			٠			•				30		
	North Memorial Health	Robbinsdale	MN	٠	•	٠		•	٠	•	•	•		90		
	Northern Trust Corp.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	501
ratings of hat have vitations	Northfield Park Associates, LLC	Northfield	ОН	٠	•	٠		•			٩			55		
gs are formation	Northrop Grumman Corp.	Falls Church	VA	٠	•	•	٠	•	٠	•	•	•		100	100	114
ed to employee	Northwestern Mutual Life Insurance	Milwaukee	WI	٠	•	•	•	•	٠	•	•	•		100	100	97
es.	Norton Rose Fulbright	Houston	тх	٠	•	•	•	•	٠	•	•	•		100	100	
	Novartis Pharmaceuticals Corp.	East Hanover	NJ	٠	•	•		•	٠	•	•	•		85		
	Novo Nordisk Inc.	Plainsboro	NJ	٠	•	•	•	•	٠	•	٩	•		95	90	
	NRG Energy Inc.	Princeton	NJ	٠	•				٠					40	65	229
	Nuance Communications	Burlington	МА	٠	•	•	•	•	٠	•	•	•		100	80	953
	Nucor Corp.	Charlotte	NC											ο		169
	NVIDIA Corp.	Santa Clara	CA	٠	٠	•	٠	•	٠	•	•	٠		100	100	387
	NVR Inc.	Reston	VA											0		446
	Occidental Petroleum	Los Angeles	CA	٠	۵									20	10	278
	Ocean Spray Cranberries Inc.	Lakeville-Middleboro	MA	•	•	•	•	•		•	•	•		90	90	

Criterion

Rating

Criterion

	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 differentsex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
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														uuung	
			15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
Employer	Headquarters Location	State	1 a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	20. CEI	10C
Office Depot Inc.	Boca Raton	FL	•	•	٠	•	•	٠	•	•	•		100	100	203
Dgilvy Group Inc., The	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	٠	•	•	•	•	٠	•	•	•		100	100	
Old Republic International	Chicago	IL	٩	۵									20		439
Olin Corporation	Clayton	МО	٩	۲									20		46
D'Melveny & Myers LLP	Los Angeles	CA	٠	•	•	•	•	٠	•	•	•		100	100	
Omnicom Group	New York	NY	٠	•	•	•	•	٠	•	٠	•		100	100	179
DNE Gas Inc.	Tulsa	ОК	•	•	•								40		
DNEOK Inc.	Tulsa	ОК	•	•	•	•	•	•	•	•			95	95	31:
OppenheimerFunds Inc.	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	
Dracle Corp.	Redwood City	CA	•	•	•	•	•	•	•	•	•		100	100	8
D'Reilly Automotive Inc.	Springfield	MO	٩										10		32
Orrick, Herrington & Sutcliffe LLP	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
Oscar Insurance Corporation	New York	NY	٠	•	•	•	•	٠	•	•			95		
Dshkosh Corp.	Oshkosh	WI	٢										10		42
Duterwall Inc.	Bellevue	WA	٠	•	•		0	٠	•	٢	•		80		
Dverstock.com Inc.	Midvale	UT	•	•	•	•				•	•		70	75	99
Owens & Minor Inc.	Mechanicsville	VA	•	•	•			•	•				60		28
Dwens Corning	Toledo	ОН	•	•	•	•	•	•	•	•	•		100	100	45
Owens-Illinois Inc.	Perrysburg	ОН	٩	٩									20		40
Paccar Inc.	Bellevue	WA	٩	•									20		16
Pacific Life Insurance Co.	Newport Beach	CA	•	•	•	•	0	•		•			80	80	30
Pacific Medical Centers	Seattle	WA	•		•			•					35		
Packaging Corporation of America	Lake Forest	IL	٩	•									20	20	45
Palm Management Corp.	Washington	DC	•					•		٩			30		
Palo Alto Networks	Santa Clara	CA	•	•	•	•	•	•	•	٩	•		95		
Pandora Media Inc.	Oakland	CA	•	•	•		•	•	•	٩	•		80		
Panera Bread Co.	St. Louis	МО	•	•	•		•	•	•	•	•		90		76
Pariveda Solutions Inc.	Dallas	тх	•	•	•				•				50	70	
Parker Hannifin Corp.	Cleveland	ОН	٩	٩									20		25
Patterson Belknap Webb & Tyler LLP	New York	NY											100	100	

7	'n	
1	2	

1a Prohibits discrimination based on sexual orientation for all	Pa
operations (15 points)	Pa
1b Prohibits discrimination based on gender identity for all operations (15 points)	Pa
2a Equivalency in same- and	Pa
different-sex spousal medical and soft benefits (10 points)	Pa
2b Equivalency in same- and different- sex domestic partner medical	PE
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,

CEI Rating Criteria

related care remain in place)
3a Three LGBTQ internal training and
education best practices (10 points)

but blanket exclusions for transition-

- **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	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune				
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	0 0	2 2	Ŗ
Patterson Companies (Patterson Dental Supply)	St. Paul	MN	•	•	٠								40	60	4
Patton Boggs LLP	Washington	DC	•	•	٠	•		•	•				70	80	
Paul Hastings LLP	Los Angeles	CA	•	•	•	•	•	٠	•	•	•		100	100	
Paul, Weiss, Rifkind, Wharton & Garrison LLP	New York	NY	•	•	•		●	•	•	•	•		85	100	
PayPal Holdings Inc.	San Jose	CA	٠	٠	٠	•	•	•	•	•	•		100	100	2
PBF Energy	Parsippany	NJ	٩	•									20		1
Peabody	St. Louis	MO	٠	•	٠		•						50	0	5
Pearson Inc.	Hoboken	NJ	٠	•	٠		•	٠	•	•	•		90	100	
Penske Automotive Group Inc.	Bloomfield Hills	MI											0	10	1
Pep Boys-Manny, Moe & Jack	Philadelphia	PA	٩	٥	٠								30		
Pepper Hamilton LLP	Philadelphia	PA	•	•	٢		•	٠	•	•	•		85	100	
PepsiCo Inc.	Purchase	NY	•	•	•	•	•	•	•	•	•		100	100	
Performance Food Group Co.	Richmond	VA	٩	•									20		
Perkins + Will Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100		
Perkins Coie LLP	Seattle	WA	•	•	٠	•	•	•	•	•	•		100	100	
Pernod Ricard USA LLC	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
Peter Kiewit Sons' Inc.	Omaha	NE	٩										10		
PetSmart Inc.	Phoenix	AZ	•	•	•		•	•	•	•	•		90	100	
Pfizer Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
PG&E Corp.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
Philip Morris International Inc.	New York	NY	٩										10		1
Phillips 66	Houston	тх	•	•	•	•		•	•				95	85	
Pillsbury Winthrop Shaw Pittman LLP	New York	NY	•		•			•			•		100	100	
PIMCO LLC	Newport Beach	CA	•		•						•		100	100	
Pinnacle West Capital	Phoenix	AZ			•		0			•			70	100	
Pinterest Inc.	San Francisco	CA									•		100	95	
	Stamford	СТ			•								55	55	e
Pitney Bowes Inc.			-			•	U					-			
Plains GP Holdings	Houston	TX			_								0	46.5	
PNC Financial Services Group Inc., The	Pittsburgh	PA	•	•	•	•	•	•	•	•	•		100	100	
PNM Resources Inc.	Albuquerque	NM	•	•	•						•		45	70	
Polsinelli	Kansas City	MO	٠	•	٠	•	•	٠	•	•	•		100		

Criterion

Rating

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

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					,							,			
			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	2 c	3a	3b	3c	3d	4	CE 50	C 2	1
PolyOne Corporation	Avon Lake	ОН	•	•	٠	•	•	•	•	•			90		
Portland General Electric Co.	Portland	OR	٠	٠	٠	٠	•	•	•	٠	•		100	100)
PPG Industries Inc.	Pittsburgh	PA	٠	•	٠		•	٠	•	٠	•		90	100	,
PPL Corp.	Allentown	PA	٠	•	•	•	•	٠	•	٠	•		100	100	,
Praxair Inc.	Danbury	CT	٠	•	•		•	٠	•	•	•		90	100	,
priceline.com LLC	Norwalk	СТ	٠	•	•		●	٠					55	90	,
PricewaterhouseCoopers LLP	New York	NY	٠	•	•	•	•	٠	•	•	•		100	100	,
Principal Financial Group	Des Moines	IA	٠	•	•	•	•	•	•	•	•		100	100	,
Procter & Gamble Co.	Cincinnati	ОН	•	•	•	•	•	٠	•	•	•		100	100	,
Progressive Corp., The	Mayfield Village	ОН	٠	•	•			٠	•	•			80	90	,
PROS	Houston	ТХ	٠	٠	٠	٠			•	•			75		
Proskauer Rose LLP	New York	NY	٠	•	•	•		٠	•	•	•		90	90	,
Prudential Financial Inc.	Newark	NJ	٠	•	•	•	•	٠	•	•	•		100	100	,
Public Service Enterprise Group	Newark	NJ	•	•	•		•	•	•	•	•		90	100	,
Publicis Healthcare Communications	New York	NY	•	•	•	•	•	•	•	•	•		95	100	,
Publicis Inc.	New York	NY	•	•	٠	•	•	٠	•	•	•		100	95	;
Publicis Media	New York	NY	•	•	•	•	•	•	•	•	•		100	100	,
Publicis Sapient	Boston	MA	•	•	٠	•	•	٠	•	•	•		100	100	,
Publix Super Markets Inc.	Lakeland	FL											0	0)
PulteGroup Inc.	Atlanta	GA	•										10		
PVH Corp.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	,
Quaintance-Weaver Management, LLC	Greensboro	NC	•	•	•	•	•	٠	•	•	•		100		
QUALCOMM Inc.	San Diego	CA	•	•	•		•	•	•	•	•		90	100	,
Quanta Services	Houston	ТХ	•										10		
Quantcast Corp.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	80	,
Quarles & Brady LLP	Milwaukee	WI	٠	•	٠	•	•	٠	•	•	•		100	100)
Quest Diagnostics Inc.	Lyndhurst	IJ	•	•	•	•	•	•	•	•	•		100	100	,
Quinn Emanuel Urquhart & Sullivan LLP	Los Angeles	CA	٠	•	٠	•	•	٠		•	•		90	95	;
Quintiles Transnational	Durham	NC	٠	۵									20		
R.R. Donnelley & Sons Co.	Chicago	IL	•	•	٠	•		٠	•	•	•		90	90)
Rackspace	San Antonio	тх									•		100	100	

Criterion

Rating

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

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

CEI Rating Criteria

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

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RBC Weath Management Minneapolis Min Min Minneapolis <									Criti	erion						cating	
Ratip Lauran Corp. New York NY					15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	9 Rating	8 Rating	tune 0
Raymond amee Financial Inc. SL Petersburg FL 0 <th></th> <th>Employer</th> <th>Headquarters Location</th> <th>State</th> <th>1a</th> <th>1b</th> <th>2a</th> <th>2b</th> <th>2c</th> <th>3a</th> <th>3b</th> <th>3c</th> <th>3d</th> <th>4</th> <th>201 CEI</th> <th>201 CEI</th> <th>For 100</th>		Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	201 CEI	For 100
Rayhon Co. Wallam Mail Mail <td>ł</td> <td>Ralph Lauren Corp.</td> <td>New York</td> <td>NY</td> <td>٠</td> <td>٠</td> <td>٠</td> <td>•</td> <td></td> <td>٠</td> <td>•</td> <td>•</td> <td>•</td> <td></td> <td>90</td> <td>90</td> <td>371</td>	ł	Ralph Lauren Corp.	New York	NY	٠	٠	٠	•		٠	•	•	•		90	90	371
BB Paragapary N P <td< td=""><td></td><td>Raymond James Financial Inc.</td><td>St. Petersburg</td><td>FL</td><td>٠</td><td>•</td><td>٠</td><td>•</td><td></td><td>٠</td><td>•</td><td>•</td><td>•</td><td></td><td>90</td><td>85</td><td>469</td></td<>		Raymond James Financial Inc.	St. Petersburg	FL	٠	•	٠	•		٠	•	•	•		90	85	469
RBC Capital Markats LLC Now York		Raytheon Co.	Waltham	MA	•	•	•		•	•	•	•	٠		90	100	116
ABC Wealth Management Mineagolia Mi		RB	Parsippany	NJ	٠										15		
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$		RBC Capital Markets LLC	New York	NY	٠	٠	٠	•	•	٠	•	٠	٠		100	100	
Raingry Holdings Corp. Maison Maison No	erent-	RBC Wealth Management	Minneapolis	MN	٠	٠	٠	•	•	٠	•	•	•		100	100	
Accreational Equipment Inc. Ken1 We1 I		Re:Sources USA Inc.	Long Island City	NY	•	٠	•	•	•	٠	•	•	•		100	100	
Marca Recreasional Equipment Inc. Kent Main	sgender	Realogy Holdings Corp.	Madison	NJ	•	٠	•		•	٠	•	•			85	85	448
Institution Nation Cop. Seattle Note	or points	Recreational Equipment Inc.	Kent	WA	•	•	•	•	•	•	•	٢	•		90	95	
And Bage Entertainment Group Known TN Image	erage, nsition-	Redfin Corp.	Seattle	WA	٠	•	•		•	٠	•				65	95	
sints Regal Entertainment Group Knowile No No </td <td>and</td> <td>Reed Smith LLP</td> <td>Pittsburgh</td> <td>PA</td> <td>•</td> <td>•</td> <td>•</td> <td>•</td> <td>•</td> <td>•</td> <td>•</td> <td>•</td> <td>•</td> <td></td> <td>100</td> <td>95</td> <td></td>	and	Reed Smith LLP	Pittsburgh	PA	•	•	•	•	•	•	•	•	•		100	95	
Arging Corp. Regis Corp. Edina MN J	oints)	Regal Entertainment Group	Knoxville	TN	•	•	•			٠	•				60	85	696
Areals Corp. Regis Corp. Edina NM 9 Image of the second of the s		Regions Financial Corp.	Birmingham	AL	٠	٠	٠	•	•	٠	•	٥			85	95	436
de Reinhart Boerner Van Deuren s.c. Milwaukee Wi e<	BTQ	Regis Corp.	Edina	MN	٩							٢			15		1000
Reliance Stelf & Aluminum Co. Los Angeles CA Image: Construction of the construction of th	ude	Reinhart Boerner Van Deuren s.c.	Milwaukee	WI	٠	٠	٠	•	•	٠	•	•			90	55	
Replacements Ltd. McLeansville NC NC I I I IO	imination	Reinsurance Group of America Inc.	Chesterfield	МО	•	٠	•			٠	•	•	•		80	85	246
Republic Services Inc. Phoenix AZ Image: Control of the control o		Reliance Steel & Aluminum Co.	Los Angeles	CA	٩										10		320
At hards Phoenix AZ Image: Construct of the second o	atings of	Replacements Ltd.	McLeansville	NC	•	•	•	•	•	•	•	•	•		100	100	
Retail Business Services Retail Business Services Salisbury NC Image: Services I	nat have	Republic Services Inc.	Phoenix	AZ	•	•	•		•	•	•	•	•		85	100	299
Agenoids American Inc. Winston-Salem NC Image: Same and the	gs are	Retail Business Services	Salisbury	NC	•	•	•	•	•	•	•	٢			90		
RingCentral Inc. Belmont CA Image: Sector Sec	ed to	Reynolds American Inc.	Winston-Salem	NC	•	•	•	•	•	•		•	•		90	95	223
Robert Bosch Corp. Farmington Hills MI Image: Construction of the cons	s.	RingCentral Inc.	Belmont	CA	٠	•	•	•	•	•	•	•	•		100		
Robert Half Menlo Park CA Image: Comment of the co		Rite Aid Corp.	Camp Hill	PA	•	•	•			· · · · · · · · · · · · · · · · · · ·	•				50		91
Robert W. Baird & Co. Incorporated Milwaukee WI ● ● ● ● ● 0 100 100 Robins Kaplan LLP Minneapolis MN ● ● ● ● ● 0 100 <td></td> <td>Robert Bosch Corp.</td> <td>Farmington Hills</td> <td>MI</td> <td>•</td> <td>•</td> <td>•</td> <td>•</td> <td>•</td> <td></td> <td>•</td> <td>•</td> <td>•</td> <td></td> <td>85</td> <td>90</td> <td></td>		Robert Bosch Corp.	Farmington Hills	MI	•	•	•	•	•		•	•	•		85	90	
Robins Kaplan LLP Minneapolis MN MN MA		Robert Half	Menlo Park	CA	•	•	•	•	•	•	•	•	•		100	100	493
Rockland Trust Co. Rockland MA MA Image: Marcine Column (Marcine Column) (Marcine Col		Robert W. Baird & Co. Incorporated	Milwaukee	WI	•	•	•	•	•	٠	•	•	•		100	100	
Rockwell Automation Inc.MilwaukeeWIImage: Cedar RapidsImage: C		Robins Kaplan LLP	Minneapolis	MN	٠	٠	٠	•	•	٠	•	•	•		100	100	
Rockwell Collins Inc. Cedar Rapids IA • • • • 85 100 492		Rockland Trust Co.	Rockland	МА	٠	•	٠	•	•	٠	•	•	•		100	100	
		Rockwell Automation Inc.	Milwaukee	WI	٠	•	٠	•	•	٠	•	•	•		100	100	442
Rolls-Royce North America (USA) Holdings Co. Reston VA • • • • • • • • • • • • • • • • • •		Rockwell Collins Inc.	Cedar Rapids	IA	٠	•	٠		0	٠	•	•	•		85	100	492
		Rolls-Royce North America (USA) Holdings Co.	Reston	VA	٠	•	•	•	•	•	•	•	•		100	100	

Criterion

Rating

	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 transgende 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	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
	Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	3b	3c	3d	4	201 CEI	20. CEI	100
	Ropes & Gray LLP	Boston	MA	٠	•	•	•	•	٠	•	٠	٠		100	100	
	Rosetta LLC	Hamilton	NJ	•	•	•				•				50		
	Ross Stores Inc.	Dublin	CA	•	•	٠		•	٠		٢	•		75	90	219
	Royal Caribbean Cruises Ltd.	Miami	FL	•	•	•		•	٠	•	•	•		90	100	
	Royal Phillips	Andover	MA	•	•	٠	0	•	٠	•				75		
ent-	RSM US LLP	Chicago	IL	•	•	٠	٠	•	٠	•	٠	•		100		
	Ryder System Inc.	Miami	FL	•	•	•	●		٠	•	•			80	85	394
gender	Ryland Group Inc., The	Calabasas	CA	٩							۲			15		
oints	S&P Global Inc.	New York	NY	•	•	•	٠	٠	٠	•	٠	•		100	100	459
age, isition-	S.C. Johnson & Son Inc.	Racine	WI	•	•	•	•	•	٠	•	•	•		100	100	
and	Saatchi & Saatchi North America Inc.	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	
oints)	Sabre Holdings Inc.	Southlake	ТХ	•	•					•	٩			45		668
	Saint-Gobain Corp.	Malvern	PA	•	•	•		•	٠	•	٠	•		90	90	
ch ITQ	Saks Inc.	New York	NY	٩	٩	•			•	•				50		
rsity de	Salesforce	San Francisco	CA	•	•	•	•	•	٠	•	•	•		100	100	326
nination	Sanderson Farms Inc.	Laurel	MS	•	•									30		758
	Sanmina-SCI	San Jose	CA											0		414
tin and af	Sanofi	Bridgewater	NJ	•	•	•	•	•	٠	•	•	•		100	100	
tings of at have tations	SAP America Inc.	Newtown Square	PA	•	•	•	•	•	٠	•	٠	•		100	100	
s are rmation	Saul Ewing Arnstein & Lehr LLP	Philadelphia	PA	•	•	•	•	•	٠	•	•	•		100	100	
d to nployee	Sbe	Los Angeles	CA	•	•	•			٠					50		
5.	Schiff Hardin LLP	Chicago	IL	•	•	•	•	•	٠	•	•	•		100	100	
	Schneider Electric	Andover	МА	•	•	•	•	●	٠	•				75		
	Scholastic Corp.	New York	NY	•	•	•				•	٥	•		65	80	
	Schulte, Roth & Zabel LLP	New York	NY	•	•	•	•	•	•	•	•			95	95	
	Science Applications International Corp.	Reston	VA	•	•	٠	•	•	٠	•	٠	•		100	85	551
	Seaboard Corp.	Shawnee Mission	KS	٩	۵									20		486
	Seagate Technology LLC	Cupertino	CA	٠	•	٠	٠	•	٠	•	٠	•		100	25	
	Sealed Air Corp.	Elmwood Park	IJ	٠	۵									20		397
	Sears Holdings Corp.	Hoffman Estates	IL	٠	•	٠		0	٠	•	٩	•		80	100	127
	Sedgwick LLP	San Francisco	CA	•	•	•		•	•	•	٢	•		80	100	

Criterion

Rating

Appendix B	Ratings and Criteria Breakdowns	Criterion										Rating				
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 3	CE 3	10 10
1a Prohibits discrimination based on sexual orientation for all	Selective Insurance Group	Branchville	NJ	٩	٢					•	٩			35		865
operations (15 points) 1b Prohibits discrimination	Sempra Energy	San Diego	CA	٠	٠	•	٠	•	•	•	•	•		100	100	280
based on gender identity for all operations (15 points)	Sephora	San Francisco	CA	٠	٠	٠	٠	•	•	•	•	•		100		
2a Equivalency in same- and	Severn Trent Services Inc.	Fort Washington	PA				•				٩			15	15	
different-sex spousal medical and soft benefits (10 points)	Seyfarth Shaw LLP	Chicago	IL	٠	٠	•	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	Shake Shack Inc	New York	NY	٠	٠	٠	•	•	•	•	•	•		100		
and soft benefits (10 points / half credit for parity across	Shearman & Sterling LLP	New York	NY	٠	٠	•	•	•	•	•	•	•		100	100	
some, but not all benefits) 2c Equal health coverage for transgender	Shell Oil Co.	Houston	ТХ	٠	٠	٠	•	•	•	•	•	•		100	100	
individuals without exclusion for medically necessary care (10 points	Sheppard, Mullin, Richter & Hampton LLP	Los Angeles	CA	٠	٠	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Sherwin-Williams Co., The	Cleveland	ОН	٠	٠	٠	•	•	•		٢			80		236
related care remain in place) 3a Three LGBTQ internal training and	Shook, Hardy & Bacon LLP	Kansas City	MO	٠	•	٠	•	•	•	•	•	•		100	100	
education best practices (10 points) 3b Employee group or diversity	Sidley Austin LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
council (10 points)	Siemens Healthineers	Malvern	PA	•	•	•	0	•	•	•	•	•		95		
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Siemens Industry Inc.	Malvern	PA	•	•	•	O	•	•	•	•	•		95	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Simpson Thacher & Bartlett LLP	New York	NY	٠	٠	٠	•	•	•	•	•	•		100	100	
3d Contractor/supplier non-discrimination	SIRIUS XM Radio Inc.	New York	NY	٠	٠	٠	٠	•	•	•	•	•		100	100	
standards and philanthropic giving guidelines (5 points)	Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	
	SkyWest Airlines Inc.	St. George	UT	٠	٠	•			•	•	٢			70		
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Slalom	Seattle	WA	٠	•	•	•	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	SLM Corp. (Sallie Mae)	Newark	DE	٠	٠	•	O		•					55	45	
as well as information submitted to HRC from unofficial LGBTQ employee	Snagajob.com Inc.	Glen Allen	VA	٠	•	•	•	●		•	•			80	85	
groups or individual employees.	Snell & Wilmer	Phoenix	AZ	٠	٠	•	•	•	•	•	•	•		100	100	
	Société Générale	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	
	Sodexo Inc.	Gaithersburg	MD	•	•	•	•	•	•	•	•	•		100	100	
	Softchoice Corp.	Toronto	ON	٠	•	•	•	•	•	•				80		
	Software AG USA Inc.	Reston	VA	٩	٢	•				•				40		
	Software House International	Somerset	NJ	٩										10		
	Sonic Automotive Inc.	Charlotte	NC											0		287
	Sonoco Products Company	Hartsville	SC	•	•					•	٩	•		55		531
	Sony Computer Entertainment America LLC	Foster City	CA	•	•	٠		0	٠	•				65		
	Sony Corporation of America	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	

								Crite	erion						ating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	CEI CEI	For 100
1a Prohibits discrimination based on sexual orientation for all	Sony Electronics Inc.	San Diego	CA	•	•	•	•	•	•	•	•	•		100	100	
operations (15 points)	Sony Pictures Entertainment Inc.	Culver City	CA	•	•	•	•	•	•	•	•	•		100	100	
1b Prohibits discrimination based on gender identity for	Southern California Edison Co.	Rosemead	CA	•	•	٠	•	0	•	•	•	•		90	100	
all operations (15 points) 2a Equivalency in same- and	Southern Co.	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	145
different-sex spousal medical and soft benefits (10 points)	Southwest Airlines Co.	Dallas	тх	•	•	•	•	•	•	•	•	•		100	100	138
2b Equivalency in same- and different- sex domestic partner medical	SpartanNash	Grand Rapids	MI	•	•	٠		•	٠		•	•		80	75	350
and soft benefits (10 points / half credit for parity across	Spectra Energy Corp.	Houston	ТΧ	٠	٠	٠			٠	•				60	85	519
2c Equal health coverage for transgender	Spirit AeroSystems Inc.	Wichita	KS	•	•	٠	•	•	•	•		•		85	85	393
individuals without exclusion for medically necessary care (10 points	Sprint Corp.	Overland Park	KS	•	٠	•		•	٠	•	٩	•		80		
/ half credit for inclusive coverage, but blanket exclusions for transition-	Squarespace	New York	NY	٠	•	٠	•	0	٠	•	•			90		
related care remain in place) 3a Three LGBTQ internal training and	Squire Patton Boggs	Cleveland	ОН	•	•	•	•	•	•	•	•	•		100	100	
education best practices (10 points) 3b Employee group or diversity	SRA International Inc.	Fairfax	VA	٠	•	٠	•			•	٩	•		75		
council (10 points)	St. Jude Medical Inc.	St. Paul	MN	•	•	•		•	•	•				65		434
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Standard Chartered	New York	NY	•	•	٠	•	•	٠	•	•	•		100		
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Standard Insurance Co.	Portland	OR	•	•	٠	•	•	٠	•	•	•		100	100	
3d Contractor/supplier non-discrimination	Stanley Black & Decker Inc.	New Britain	СТ	•	•	•	•	•	•	•	•	•		100	85	250
standards and philanthropic giving guidelines (5 points)	Staples Inc.	Framingham	MA	•	•	٠		O	٠	•	•	•		85	100	140
Ratings in Gray / Unofficial ratings of	Starbucks Corp.	Seattle	WA	•	•	•	•	•	•	•	•	•		100	100	131
the Fortune 500 companies that have not responded to repeated invitations	Starcom	Chicago	IL									•		5		
to the CEI survey. These ratings are based on publicly available information	State Farm Group	Bloomington	IL	•	٠	٠	•	•	٠	•	•	•		100	100	33
as well as information submitted to HRC from unofficial LGBTQ employee	State Street Corp.	Boston	MA	•	•	٠	•	•	٠	•	•	•		100	100	271
groups or individual employees.	Steel Dynamics Inc.	Fort Wayne	IN	•	•	•			٠			•		55	65	347
	Steelcase Inc.	Grand Rapids	МІ	•	•	•	•	●	•	•	٩	•		90		718
	Steptoe & Johnson LLP	Washington	DC	•	•	٠	•	٠	٠	•	•	•		100	100	
	Stinson Leonard Street LLP	Kansas City	МО	٠	•	•	•	•	٠	•	•	•		100	100	
	Stoel Rives LLP	Portland	OR	•	•	٠	•	٠	٠	•	•	•		100	100	
	Stryker Corp.	Kalamazoo	MI	•	•	٠	•	•	٠	•	•	•		100	100	252
	Subaru of America Inc.	Cherry Hill	NJ	•	•	•	•	•	٠	•	•	•		100	100	
	Sullivan & Cromwell LLP	New York	NY	٠	•	٠		•	٠	•	•			85	85	
	Sumitomo Mitsui Banking Corporation	New York	NY	٠	•	٠	•	•	٠	•	•	•		100		
	Sun Life Financial Inc. (US)	Wellesley Hills	MA	•	•	٠	•	•	٠	•	•	•		100	100	

Criterion

Rating

Appendix B	Ratings and Citteria Dieakuowiis							Crite	erion					F	ating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	CEI CEI	For 100
1a Prohibits discrimination based on sexual orientation for all	SunPower Corp.	San Jose	CA	٠	•	٠		•						45		
operations (15 points)	Sunrun Inc.	San Francisco	CA	•	٠	•	•		•	•				70		
1b Prohibits discrimination based on gender identity for all operations (15 points)	SunTrust Banks Inc.	Atlanta	GA	•	•	٠	•	•	•	•	•	•		100	100	303
2a Equivalency in same- and	Supervalu Inc.	Eden Prairie	MN	•	٠	•		٠		•	٩			60	75	158
different-sex spousal medical and soft benefits (10 points)	Symantec Corp.	Mountain View	CA	•	٠	•	٠	•	•	•	•	•		100	100	465
2b Equivalency in same- and different- sex domestic partner medical	Synchrony	Stamford	CT	•	٠	•	•	•	•	•	•	•		100	100	185
and soft benefits (10 points / half credit for parity across	SYNNEX Corp.	Fremont	CA	•	٠	٠	•	•	•	•	•	•		95	80	198
some, but not all benefits) 2c Equal health coverage for transgender	SYSCO Corp.	Houston	ТΧ	•	٠	٠		•	•	•				65	90	57
individuals without exclusion for medically necessary care (10 points	T. Rowe Price Associates Inc.	Baltimore	MD	•	٠	•	•	•	•	•	•	•		100	100	573
/ half credit for inclusive coverage, but blanket exclusions for transition-	Tailored Brands Inc.	Houston	ТΧ	•	٠	٠	٠	•	•	•	•			95	95	667
related care remain in place) 3a Three LGBTQ internal training and	Takeda Pharmaceuticals USA Inc.	Deerfield	IL	•	٠	•	٠	•	•	•	•	•		100	100	
education best practices (10 points) 3b Employee group or diversity	Tapestry, Inc.	New York	NY	•	٠	•	٠	•	•	•	•	•		100	100	546
council (10 points) 3c Three distinct efforts of outreach	Targa Resources Corp.	Houston	ТΧ											0		402
or engagement to broader LGBTQ community, and if supplier diversity	Target Corp.	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100	100	38
program is in place, must include LGBTQ suppliers (15 points)	TD Ameritrade	Omaha	NE	•	٠	•	•	•	•	•	•	•		100	100	674
3d Contractor/supplier non-discrimination standards and philanthropic	TD Bank, N.A.	Wilmington	DE	•	٠	٠	٠	•	•	•	•	•		100	100	
giving guidelines (5 points)	TD Securities (USA) LLC	New York	NY	•	٠	•	٠	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of	TE Connectivity Inc.	Berwyn	PA	•	٠	•	٠	•	•	•	•	•		100	100	
the Fortune 500 companies that have not responded to repeated invitations	Tech Data Corp.	Clearwater	FL	•	٠	•	٠	•	•	•	•	•		100	100	107
to the CEI survey. These ratings are based on publicly available information	TEGNA Inc.	McLean	VA	•	•	•	•	•	•	•	•	•		100	100	671
as well as information submitted to HRC from unofficial LGBTQ employee	TENET Healthcare Corporation	Dallas	ТΧ	•	•	•	•	•			•	•		80	80	134
groups or individual employees.	Tenneco Inc.	Lake Forest	IL	۵										10	10	322
	Terex Corp.	Westport	CT	۲	۲									20		445
	Tesla Inc.	Palo Alto	CA	•	•	•	•	•	•	•	•	•		100	100	383
	Teva Pharmaceutical USA Inc.	North Wales	PA	•	٠	•	٠	•	•	•	•			95	100	
	Texas Instruments Inc.	Dallas	ТΧ	•	•	•	•	•	•	•	•	•		100	100	206
	Textron Inc.	Providence	RI	•		•						•		30		200
	The Auto Club Group	Dearborn	MI	٠	•	٠				•	٢			60		
	The Bama Companies Inc.	Tulsa	OK											0		
	The Chemours Company	Wilmington	DE			٠		•		•				25		482
	The Marmon Group, Inc.	Chicago	IL	۵	۲									20		477

Rating

Criterion

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)
0.0	E

CEI Rating Criteria

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

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

				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	2 a	2b	2c	3a	3b	3c	3d	4		90	
ed	The Michaels Companies Inc.	Irving	ТХ	•	•	•	0		- - - - -	•				55		496
	Thermo Fisher Scientific Inc.	Waltham	MA	•	•	•	•	•	•	•	•	•		100	100	154
r	Thompson Coburn LLP	St. Louis	MO	•	•	•	•	•	•	•	•	•		100	100	
al	Thompson Hine LLP	Cleveland	ОН	•	•	•	•	•	•	•	•	•	-	100	100	
)	Thomson Reuters	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
fferent- al	Thrivent Financial	Minneapolis	MN	•	•	•	•	•	-	•	•			80	80	316
/	TIAA	New York	NY	•	•	•	•	•	•	•	•	•		100	100	80
ansgender	Tiffany & Co.	New York	NY	•	٠	•	٠	•	•	•	•	•		100	100	588
n for 0 points	TJX Companies Inc., The	Framingham	MA	•	•	•		•	•	•	•	•		90	100	87
verage, ransition-	T-Mobile USA Inc.	Bellevue	WA	•	٠	•	٠	•	٠	•	•	•		100	100	
ng and	Toll Brothers Inc.	Horsham	PA	٩	۵									20		497
) points)	Townsend and Townsend and Crew LLP	San Francisco	CA				•		٠	•				30		
	Toyota Motor North America Inc.	Plano	ТΧ	•	•	•	•	•	•	•	•	•		100	100	
each GBTQ	TPG Global LLC	Fort Worth	ТΧ	•	•	•	•	•	٠	•	•	•		100	100	
iversity clude ;)	Tractor Supply Company	Brentwood	TN	٩	۵									20		396
crimination	Transamerica Corp., The	Cedar Rapids	IA	٠	•	٠	•	•	٠	•	•	•		100	100	
	TransUnion	Chicago	IL	•	•	•	٠	•	٠	•	•	•		100	85	
	TravelCenters of America	Westlake	ОН	۵										10		470
l ratings of that have	Travelers Companies Inc., The	New York	NY	•	•	•	•	•	•	•	•	•		100	100	99
nvitations ings are information	Travelport Ltd.	Parsippany	NJ	٩	٩		•			•	٩			45		
itted to a employee	TreeHouse Foods Inc.	Oak Brook	IL	٩	٠									20		427
ees.	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	•	•	•		•	•	•	٢			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
	0.0. Banorp	minicapolio	IVIIN	-		-		-	-			-	-	.00	100	120

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Rating

Appendix D	Rutings and offerna Disarcomis							Crite	erion					E.	lating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	8 Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	201 CEI	For 100
1a Prohibits discrimination based on sexual orientation for all	U.S. Cellular	Chicago	IL	٠	•	٠	•	•	٠	•	•	•		100		
operations (15 points)	Uber Technologies Inc.	San Francisco	CA	٠	•	٠	•	•	•	•	•	•		100	100	
1b Prohibits discrimination based on gender identity for	UBM plc	New York	NY	•	•	•		0	•	•	•	•		85	100	
all operations (15 points) 2a Equivalency in same- and	UBS AG	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	
different-sex spousal medical and soft benefits (10 points)	UGI Corp.	King of Prussia	PA	٩	•									20		457
2b Equivalency in same- and different- sex domestic partner medical	Ultimate Software	Weston	FL	٠	•	٠		•	•	•	٠	•		90	100	
and soft benefits (10 points / half credit for parity across	Under Armour Inc.	Baltimore	MD	٠	•	٠	•	•	٠	•	•	•		100	100	528
some, but not all benefits) 2c Equal health coverage for transgender	Unilever	Englewood Cliffs	NJ	•	•	•	٠	•	٠	•	•	•		100	100	
individuals without exclusion for medically necessary care (10 points	Union Pacific Corp.	Omaha	NE	•	•	•		•	•	•	٢			80	95	143
/ half credit for inclusive coverage, but blanket exclusions for transition-	Unisys Corp.	Blue Bell	PA	•	•	•	٠	•						60		756
related care remain in place) 3a Three LGBTQ internal training and	United Airlines	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
education best practices (10 points) 3b Employee group or diversity	United Natural Foods Inc.	Providence	RI	٩	•									20		325
council (10 points)	United Parcel Service Inc.	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	46
3c Three distinct efforts of outreach or engagement to broader LGBTQ	United Rentals Inc.	Stamford	CT	•	•	•	•							50	45	452
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	United Services Automobile Association	San Antonio	ТΧ	٠	•	٠	•	•	٠	•	•	•		100	100	102
3d Contractor/supplier non-discrimination standards and philanthropic	United States Steel Corp.	Pittsburgh	PA	٩	•									20		279
giving guidelines (5 points)	United Technologies Corp.	Farmington	CT	٠	•	٠	•	•	٠	•	•	•		100	100	50
Ratings in Gray / Unofficial ratings of	UnitedHealth Group Inc.	Minnetonka	MN	•	٠	•	٠	•	٠	•	•	•		100	95	6
the Fortune 500 companies that have not responded to repeated invitations	Univar Inc.	Downers Grove	IL	•	•	•	٠	•				•		60	20	338
to the CEI survey. These ratings are based on publicly available information	Universal Health Services, Inc.	King of Prussia	PA	۲										10		276
as well as information submitted to HRC from unofficial LGBTQ employee	University of Phoenix	Tempe	AZ	•	•	•	٠	•	٠	•	•	•		100	100	
groups or individual employees.	Univision Communications Inc.	New York	NY	•	٠	•	•	•	٠	•	•	•		100	100	724
	Unum Group	Chattanooga	TN	•	•	•	٠	•	٠	•	•	•		100	100	258
	UPMC Health Plan	Pittsburgh	PA	•	٠	•	٠	•	٠	•	•	•		100		
	Urban Outfitters Inc.	Philadelphia	PA	•	٠	•		•		•	•			75	85	645
	US Foods Inc.	Rosemont	IL	•	٠	•		●						45		124
	USG Corp.	Chicago	IL	•	٠	•								40		566
	Valero Energy Corp.	San Antonio	ТΧ	٩	9									20		37
	Vanguard Group Inc.	Malvern	PA	•	•	•	•	٠	•	•	•	•		100	100	
	Veritas Technologies LLC	Mountain View	CA	•	•			0		٠	٢	•		60	90	
	Veritiv	Atlanta	GA	٩	•									20	20	331

Criterion

Rating

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

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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.

					1	•••••	••••••		••••••	•••••	•••••	*****			
			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	Eartimo
Employer	Headquarters Location	State	1a	1b	2a	2 b	2c	3a	3b	3c	3d	4	20. CE	CE 30	2
Verizon Communications Inc.	New York	NY	٠	•	٠		•	•	•	•	•		90	100	
VF Corp.	Greensboro	NC	•	•	•	•	•	•	•	•	•		100	100	
Viacom Inc.	New York	NY	٠	•	•	•	•	٠	•	•	•		100	100	
Vinson & Elkins LLP	Houston	ТХ	•	•	•	•	•	٠	•	•	•		100	100	
Virgin America	Burlingame	CA	٠	•	•		●	٠	•				65		
Virgin Orbit	Long Beach	CA	•	•	•	•							50		
Visa	Foster City	CA	•	•	•	•	•	•	•	•	•		100	100	
Vision Service Plan	Rancho Cordova	CA	٩	٩		•			•	۹			45		
Visteon Corp.	Van Buren Township	МІ	•	•	•		●	•	•	۹			70		
Vistra Energy	Dallas	ТХ	•	۵									20		
VMware Inc.	Palo Alto	CA	•	•	•	٠	•	٠	•	٠	•		100	100	
Volkswagen Group of America Inc.	Herndon	VA	٠	•	•		•	٠	•	•	•		90	95	
Vorys, Sater, Seymour and Pease LLP	Columbus	ОН	•	•	•	٠	•	٠	•	٠	•		100	100	
Vox Media Inc.	Washington	DC	٠	•	•	•	•	٠	•	•	•		100	95	
Voya Financial	New York	NY	•	•	•	٠	•	٠	•	٠	•		100	100	
W.R. Berkley	Greenwich	CT	э										10	10	
W.W. Grainger Inc.	Lake Forest	IL	•	•	•	٠	•	٠	•	٠	•		100	100	
Wachtell, Lipton, Rosen & Katz	New York	NY	٠	•	•		•	٠	•	•	•		90	100	
Waddell & Reed Financial Inc.	Overland Park	KS	•	•	•		●						45	80	
Walgreen Co.	Deerfield	IL	•	•	•	•	•	٠	•	•	•		100		
Walmart Inc.	Bentonville	AR	•	•	•	٠	•	٠	•	٠	•		100	100	
Walt Disney Co., The	Burbank	CA	٠	•	•	•	•	٠	•	•	•		100	100	
Warby Parker	New York	NY	•	•	•	٠	•	٠	•	٠	•		100	95	
Warner Media	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	
Washington Permanente Medical Group	Renton	WA	٠	•	•	•	•	٠	•	٩	•		95	100	
Waste Management Inc.	Houston	ТХ	•	•	•		•	٠	•	•	•		90	80	
Wawa Inc.	Wawa	PA	٠	•	•	•	•	٠	•	•			95	100	
WE Communications	Bellevue	WA	•	•	•	•	•	٠	•	•	•		100		
WEC Energy Group	Milwaukee	WI	•	•					٠				40	55	
WeddingWire Inc.	Chevy Chase	MD	•	•	٠	•	•	٠	•	•	•		100	100	
Weil, Gotshal & Manges LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	

Criterion

Rating

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

CEI Rating Criteria

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

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

J J								erion						xauny	<u>'</u>
			15 points	15 points	10 points	15 points	5 points	-25 points	19 I Rating	2018 CEI Rating	Fortune				
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	201 CEI	Eo.
WellCare Health Plans Inc.	Tampa	FL	•	•	•	•	•	٠	•	•	•		100		
Vellmark Inc.	Des Moines	IA	•	•	•	•	٠	٠	•	•	•		100	100)
/ells Fargo & Co.	San Francisco	CA	٠	•	•	٠	•	٠	•	•	•		100	100)
Vendy's Co., The	Dublin	ОН	٠	•	٠		•		•	•	•		80	80)
ESCO International Inc.	Pittsburgh	PA	•	•	•								40	60	•
est Corp.	Omaha	NE	•	•	•		●	٠	•	٩	•		80	100)
est Monroe Partners LLC	Chicago	IL	•	•	•	•	•		•		•		75		
estern & Southern Financial Group	Cincinnati	ОН											0		
estern Digital Corp.	San Jose, CA	CA	•	•	٠	٠	•	٠	•	•	•		100		
/estern Refining Inc.	El Paso	ТХ											0	0	,
estern Union Co., The	Englewood	CO	•	•	٠			٠					50	75	ş
/estRock	Norcross	GA	•	•	٠	٠	•			•			75	70	,
/eyerhaeuser Co.	Seattle	WA	•	•	•	•	•	•	•	•			95	95	i
/hirlpool Corp.	Benton Harbor	MI	•	•	٠	٠	•	٠	•	•	•		100	100	,
/hite & Case LLP	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	,
/iley Rein LLP	Washington	DC	•	•	٠	٠	•	٠	•	•	•		100	100	,
illiams Companies Inc.	Tulsa	ОК	•	•	•	O			•	•			70		
/illiams Mullen	Richmond	VA	•	•	•	•	•	•	•	•	•		100	100	,
/illiams-Sonoma Inc.	San Francisco	CA	•	•	•		•	•	•	•	•		90		
Villis Towers Watson	Arlington	VA	•	•	•	•	•	•	•	•	•		100	100	,
Villkie Farr & Gallagher LLP	New York	NY	•	•	•		•	•	•	•			85	95	÷
Vilmer Cutler Pickering Hale & Dorr LLP	Washington	DC	•	•	٠	٠	٠	٠	•	•	٠		100	100	,
Vilson Sonsini Goodrich & Rosati PC	Palo Alto	CA	•	•	٠	•	•	٠	•	•			95		
/indstream Corp.	Little Rock	AR	٩	۵									20		
inn-Dixie Stores Inc.	Jacksonville	FL	•		٠				•				35		
Vinston & Strawn LLP	Chicago	IL	•	•	•	•	•	٠	•	•	•		100	100	,
Vipro Ltd.	East Brunswick	NJ	•	•	٠	0	•	٠	•	•	•		95		
/omble Bond Dickinson (US) LLP	Winston-Salem	NC	•	•	٠	٠	٠	٠	•	•	٠		100	100	,
/orkday Inc.	Pleasanton	CA	•	•	•	•	•	٠	•	٠	•		100	100	,
World Fuel Services	Miami	FL	٢	۵									20		
WPP Group USA	New York	NY	•	•	•		•	•	•	٩			75	85	;

Criterion

Rating

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

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

CEI Rating Criteria

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

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

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

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

- **3b** Employee group or diversity council **(10 points)**
- 3c Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)
- 3d Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

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

								Cint							tating		
				15 points	15 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	00	00	-	
ed	Wyndham Destinations	Parsippany	NJ	•	•	•	•	•	•	•	•	•		100	100	461	
	Wyndham Hotels & Resorts Inc.	Parsippany	NJ	٠	•	•	•	•	•	•	•	•		100	100		
	Wynn Resorts Ltd.	Las Vegas	NV	•	•	٠		•	•	•	•	•		90	100	548	
	Xcel Energy Inc.	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100	100	256	
u 	Xerox Corp.	Norwalk	СТ	•	•	•	•	•	•	•	•	•		100	100	162	
ferent- al	XPO Logistics	Greenwich	СТ	٢	۵									20		191	
/	Xylem Inc.	Rye Brook	NY	•	•	•	٠	•		•		•		75	65	611	
Insgender	Yelp Inc.	San Francisco	CA	٠	•	•	•	•	•	•	•	•		100	100		
for D points	Young's Market Co.	Tustin	CA	•	•	•			•	•	•			75	85		
verage, ransition-	YRC Worldwide Inc.	Overland Park	KS	٩										10		534	
ng and	Yum China Holdings	Plano	ТХ	15										15		399	
points)	Yum! Brands Inc.	Louisville	KY	٠	•	•				•	•	•		70		422	
	Zillow Group	Seattle	WA	•	•	•	•	•	•	•	•			95			
each GBTQ iversity	Zimmer Holdings Inc.	Warsaw	IN	٩	•									20	20	352	
lude	ZS Associates Inc.	Evanston	IL	•	•	•	•	•	•	•	•	•		100			
crimination	Zurich North America	Schaumburg	IL	•	•	•	•	•		•	•			80			

Criterion

Rating

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

Ratings in Gray

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

Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
Appendix C	Ratings by industry, Descending Score															
				15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	points	points	Ð	Бu	Fortune 1000
				15 p	15 p	10 p	10 p	10 p	10 p	10 p	15 p	5 po	-25 p	l9 I Rating	2018 CEI Rating	tune
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	3b	3c	3d	4	2019 CEI	CE 50	Foi
1a Prohibits discrimination based on sexual orientation for all	Digitas	Boston	MA	٠	٠	٠	•	•	٠	•	•	•		100	100	
operations (15 points) 1b Prohibits discrimination	Fleishman-Hillard Inc.	St. Louis	МО	•	٠	•	•	•	٠	•	•	•		100	100	
based on gender identity for all operations (15 points)	Interpublic Group of Companies Inc.	New York	NY	٠	٠	٠	•	•	٠	•	•	•		100	100	
2a Equivalency in same- and	Leo Burnett Company Inc.	Chicago	IL	•	٠	•	•	•	٠	•	•	•		100	100	
different-sex spousal medical and soft benefits (10 points)	MSLGROUP Americas	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	Nielsen	New York City	NY	•	•	٠	•	•	٠	•	•	•		100	100	
and soft benefits (10 points / half credit for parity across	Ogilvy Group Inc., The	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	
2c Equal health coverage for transgender	Omnicom Group	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	179
individuals without exclusion for medically necessary care (10 points	Publicis Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	95	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Publicis Media	New York	NY	•	٠	•	•	•	•	•	•	•		100	100	
3a Three LGBTQ internal training and	Publicis Sapient	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
education best practices (10 points) 3b Employee group or diversity	Quantcast Corp.	San Francisco	CA	•	٠	•	•	•	•	•	•	•		100	80	
council (10 points)	Re:Sources USA Inc.	Long Island City	NY	•	•	•	•	•	•	•	•	•		100	100	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Saatchi & Saatchi North America Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	WE Communications	Bellevue	WA	•	•	•	•	•	•	•	•	•		100		
3d Contractor/supplier non-discrimination	Publicis Healthcare Communications	New York	NY	•	•	•	●	•	•	•	•	•		95	100	
standards and philanthropic giving guidelines (5 points)	Daniel J. Edelman Inc.	New York	NY	•	•	٠		•	•	•	•	•		90	100	
Dettere in Crev (1) off sidesting of	Alliance Data Systems Corp.	Plano	ТХ	•	•	•	●	•	•	•	٢	•		85	100	378
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	National CineMedia Inc.	Centennial	со	•	•	•	•	•		•		•		75		
to the CEI survey. These ratings are based on publicly available information	WPP Group USA	New York	NY	•	•	•		•	•	•	٢			75	85	
as well as information submitted to HRC from unofficial LGBTQ employee	Rosetta LLC	Hamilton	NJ	•	•	•				•				50		
groups or individual employees.	Emmis Communications Corporation	Indianapolis	IN			•			٠	•				30	40	
	Starcom	Chicago	IL									•		5		
	AEROSPACE AND DEFENSE															
	Airbus Americas Inc.	Herndon	VA	•	٠	•	•	•	٠	•	•	•		100		
	Harris Corp.	Melbourne	FL	•	٠	•	•	•	•	•	•	•		100	100	363
	Lockheed Martin Corp.	Bethesda	MD	•	•	•	•	•	•	•	•	•		100	100	56
	Northrop Grumman Corp.	Falls Church	VA	•	•	•	•	•	٠	•	•	•		100	100	114
	Rolls-Royce North America (USA) Holdings Co.	Reston	VA	٠	٠	٠	٠	•	٠	٠	٠	•		100	100	
	Boeing Co.	Chicago	IL	٠	•	٠		•	•	•	•	•		90	100	24
	Huntington Ingalls Industries	Newport News	VA	٠	•	٠	•	•	٠	٠	٩	•		90	100	380

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Appendix C	Ratings by Industry, Descending Score					•·····		Crite	erion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	20 CE	20 CE	Fo
1a Prohibits discrimination based on sexual orientation for all	Raytheon Co.	Waltham	MA	•	•	٠		•	٠	•	•	•		90	100	116
operations (15 points) 1b Prohibits discrimination	BAE Systems Inc.	Arlington	VA	•	•	•		•	•	•	٢	•		85	100	
based on gender identity for all operations (15 points)	Leidos Holdings	Reston	VA	•	•	٠	O	•	*	•	•	•		85	100	381
2a Equivalency in same- and	Rockwell Collins Inc.	Cedar Rapids	IA	•	•	•		•	٠	•	•	•		85	100	492
different-sex spousal medical and soft benefits (10 points)	Spirit AeroSystems Inc.	Wichita	KS	•	•	٠	•	•	٠	•		•		85	85	393
2b Equivalency in same- and different- sex domestic partner medical	General Dynamics Corp.	Falls Church	VA	•	•	•			٠	•	٢	•		75		90
and soft benefits (10 points / half credit for parity across	Honeywell International Inc.	Morris Township	NJ	•	•				٠	•	٩			55		73
2c Equal health coverage for transgender	Virgin Orbit	Long Beach	CA	•	•	٠	•							50		
individuals without exclusion for medically necessary care (10 points	Textron Inc.	Providence	RI	•		٠						•		30		200
/ half credit for inclusive coverage, but blanket exclusions for transition-	L-3 Communications Holdings	New York	NY	۵	۵									20		273
related care remain in place) 3a Three LGBTQ internal training and	AIRLINES															
education best practices (10 points) 3b Employee group or diversity	American Airlines	Fort Worth	ТΧ	•	•	٠	•	•	٠	•	•	•		100	100	67
council (10 points)	Southwest Airlines Co.	Dallas	ТΧ	•	•	٠	•	•	٠	•	•	•		100	100	138
3c Three distinct efforts of outreach or engagement to broader LGBTQ	United Airlines	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Alaska Airlines	Seattle	WA	•	•	٠		•	٠	•	•	•		90	100	438
3d Contractor/supplier non-discrimination	JetBlue Airways Corp.	Long Island City	NY	•	•	•		•	٠	•	•	•		90	100	403
standards and philanthropic giving guidelines (5 points)	Delta Air Lines Inc.	Atlanta	GA	•	•	٠		●	٠	•	•	•		85	100	71
Polices in Craw (1) off sidesting of	Hawaiian Airlines Inc.	Honolulu	н	•	•	•	•	•	•	•	•			85	85	819
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	SkyWest Airlines Inc.	St. George	UT	•	•	•			٠	•	٩			70		
to the CEI survey. These ratings are based on publicly available information	Virgin America	Burlingame	CA	•	•	•		•	٠	•				65		
as well as information submitted to HRC from unofficial LGBTQ employee	AirTran Holdings Inc.	Orlando	FL			٠			•					10		
groups or individual employees.	APPAREL, FASHION, TEXTILES, DEPT. STORES															
	Abercrombie & Fitch Co.	New Albany	ОН	•	•	٠	•	•	٠	•	•	•		100	100	675
	Adidas North America Inc.	Portland	OR	•	•	•	•	•	٠	•	•	•		100	100	
	Levi Strauss & Co.	San Francisco	CA	•	•	٠	•	•	٠	•	•	•		100	100	542
	Nike Inc.	Beaverton	OR	•	•	٠	•	•	٠	•	•	•		100	100	88
	PVH Corp.	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	335
	Under Armour Inc.	Baltimore	MD	٠	•	٠	•	•	٠	•	•	•		100	100	528
	VF Corp.	Greensboro	NC	•	•	•	•	•	٠	•	•	•		100	100	230
	Warby Parker	New York	NY	٠	•	٠	•	•	٠	•	•	•		100	95	
	Tailored Brands Inc.	Houston	ТΧ	•	٠	•	٠	٠	•	٠	٠			95	95	667

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Appendix C	Ratings by Industry, Descending Score					,		Crite	erion						Rating	
Аррения с	Ratings by industry, Descending Score			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
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	3b	3c	3d	4	201 CEI	201 CEI	Fort
1a Prohibits discrimination based on sexual orientation for all	Hanesbrands Inc.	Winston- Salem	NC	•	•	٠		•		•	•			75	90	432
operations (15 points)	Aéropostale Inc.	Lyndhurst	NJ	•	٠	•	•	٠	٠		•	•		90	85	
1b Prohibits discrimination based on gender identity for	Guess? Inc.	Los Angeles	CA	•	•	٠		•	•	•	•	•		85		887
all operations (15 points) 2a Equivalency in same- and	American Apparel LLC	Los Angeles	CA	•	٠	٠		0	٠	•	٩	•		80		
different-sex spousal medical and soft benefits (10 points)	Burlington Store Inc.	Burlington	NJ	•	•	•	•	•	٠	•				80		463
2b Equivalency in same- and different- sex domestic partner medical	L.L. Bean Inc.	Freeport	ME	•	٠				٠					40		
and soft benefits (10 points / half credit for parity across	AUTOMOTIVE															
2c Equal health coverage for transgender	General Motors Co.	Detroit	MI	٠	٠	•	•	•	٠	•	•	•		100	100	8
individuals without exclusion for medically necessary care (10 points	Hyundai Motor America	Fountain Valley	CA	٠	•	•	•	•	٠	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Subaru of America Inc.	Cherry Hill	NJ	•	٠	٠	•	•	•	•	•	•		100	100	
related care remain in place) 3a Three LGBTQ internal training and	Tesla Inc.	Palo Alto	CA	٠	•	•	•	•	٠	•	•	•		100	100	383
education best practices (10 points) 3b Employee group or diversity	Toyota Motor North America Inc.	Plano	ТΧ	•	٠	•	•	•	•	•	•	•		100	100	
council (10 points)	Ford Motor Co.	Dearborn	MI	٠	•	•		•	٠	•	•	•		90	100	10
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Harley-Davidson Inc.	Milwaukee	WI	•	٠	•		•	•	•	•	•		90		435
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Goodyear Tire & Rubber Co.	Akron	ОН	•	•	•		•	٠	•	•	•		90	90	184
3d Contractor/supplier non-discrimination	Lear Corp.	Southfield	MI	•	٠	٠		•	•	•	•	•		90		151
standards and philanthropic giving guidelines (5 points)	Nissan North America Inc.	Franklin	TN	•	•	٠		•	•	•	•	•		90	100	
Dettere in Crev (1) off sidesting of	Volkswagen Group of America Inc.	Herndon	VA	•	•	•		•	٠	•	•	•		90	95	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	Robert Bosch Corp.	Farmington Hills	MI	•	•	•	•	•		•	•	•		85	90	
to the CEI survey. These ratings are based on publicly available information	Cooper Tire & Rubber Co.	Findlay	ОН	•	٠	٠			•	•	٩	•		75		743
as well as information submitted to HRC from unofficial LGBTQ employee	Dana Inc.	Maumee	ОН	•	•	•			•	•	٢	•		75		447
groups or individual employees.	Honda North America Inc.	Marysville	ОН	•	•	٠		•		•	•			75	85	
	Visteon Corp.	Van Buren Township	MI	•	٠	٠		•	٠	•	۹			70		693
	Group 1 Automotive	Houston	ТΧ	•		٠								25		261
	Asbury Automotive Group	Duluth	GA	٢	۲									20		410
	LKQ Corp.	Chicago	IL	۲	۲									20		304
	Paccar Inc.	Bellevue	WA	۲	۵									20		164
	Autoliv Inc.	Auburn Hills	MI	۲										10	10	283
	AutoNation Inc.	Fort Lauderdale	FL	۲										10		129
	BorgWarner Inc.	Auburn Hills	MI	۲										10	30	305
	Lithia Motors, Inc.	Medford	OR	٢										10		318

Appondix C	Potings by Industry Descending Seere					•		Crite	erion						Rating	
Appendix C	Ratings by Industry, Descending Score			15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	ខ្លួ	ប៊ី	Ĕ
1a Prohibits discrimination based on sexual orientation for all	Tenneco Inc.	Lake Forest	IL	۲										10	10	322
operations (15 points) 1b Prohibits discrimination	Genuine Parts Co.	Atlanta	GA													180
based on gender identity for all operations (15 points)	Penske Automotive Group Inc.	Bloomfield Hills	MI												10	142
2a Equivalency in same- and different-sex spousal medical	Sonic Automotive Inc.	Charlotte	NC													287
and soft benefits (10 points)	BANKING AND FINANCIAL SERVICES			_												
2b Equivalency in same- and different- sex domestic partner medical and soft benefits (10 points /	AllianceBernstein LP	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	
half credit for parity across some, but not all benefits)	Ally Financial Inc.	Detroit	MI	•	•	•	•	•	•	•	•	•		100	100	286
2c Equal health coverage for transgender	American Express Company	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	86
individuals without exclusion for medically necessary care (10 points	AQR Capital Management LLC	Greenwich	СТ	•	•	•	•	•	•	•	•	•		100		
 / half credit for inclusive coverage, but blanket exclusions for transition- related care remain in place) 	Bank of New York Mellon Corp., The	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	177
3a Three LGBTQ internal training and	Bank of the West	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	90	
education best practices (10 points) 3b Employee group or diversity	Barclays	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	
council (10 points) 3c Three distinct efforts of outreach	BlackRock	New York	NY	•	•	•	•	•	•	•	•	•		100	100	255
or engagement to broader LGBTQ community, and if supplier diversity	Blackstone Group LP, The	New York	NY	•	٠	•	•	•	٠	•	•	•		100	85	503
program is in place, must include LGBTQ suppliers (15 points)	Bloomberg LP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
3d Contractor/supplier non-discrimination standards and philanthropic	BMO Bankcorp Inc.	Chicago	IL	٠	•	٠	•	•	٠	•	•	•		100	100	
giving guidelines (5 points)	BNP Paribas	New York	NY	•	٠	•	•	•	٠	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of	Broadridge Financial Solutions Inc.	Lake Success	NY	•	٠	•	•	•	٠	•	•	•		100	100	749
the Fortune 500 companies that have not responded to repeated invitations	Brown Brothers Harriman & Co.	New York	NY	•	٠	•	•	•	٠	•	•	•		100	90	
to the CEI survey. These ratings are based on publicly available information	Capital Group Companies Inc., The	Los Angeles	CA	•	٠	•	•	•	٠	•	•	•		100	100	
as well as information submitted to HRC from unofficial LGBTQ employee	Capital One Financial Corp.	McLean	VA	•	•	•	•	•	٠	•	•	•		100	100	100
groups or individual employees.	Carlyle Group LP, The	Washington	DC	•	٠	•	•	•	٠	•	•	•		100	100	869
	Charles Schwab & Co. Inc.	San Francisco	CA	•	•	•	•	•	٠	•	•	•		100	100	357
	Citigroup Inc.	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	30
	CME Group Inc.	Chicago	IL	•	•	•	•	•	٠	•	•	•		100	95	633
	Comerica Inc.	Dallas	ТХ	•	•	٠	•	•	•	•	•	•		100	100	736
	Compass Bancshares Inc. (BBVA Compass)	Birmingham	AL	٠	•	٠	•	•	٠	•	•	•		100	100	
	Credit Suisse USA Inc.	New York	NY	٠	•	٠	•	•	•	•	•	•		100	100	
	Depository Trust & Clearing Corp., The	New York	NY	٠	•	٠	•	•	٠	•	•	•		100	95	
	Deutsche Bank	New York	NY	٠	•	٠	•	•	٠	•	•	•		100	100	
	Discover Financial Services	Riverwoods	IL	•	•	•	•	•	•	•	•	•		100	100	277

Appondix C	Patings by Industry Descending Searce							Crite	rion						Rating	
Appendix C	Ratings by Industry, Descending Score			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
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	3b	3c	3d	4	20 CE	CE 3	Fo
1a Prohibits discrimination based on sexual orientation for all	E*TRADE Financial Corp.	New York	NY	٠	•	٠	•	•	٠	•	•	•		100		930
operations (15 points)	Eastern Bank Corp.	Boston	MA	٠	•	٠	•	•	٠	•	•	•		100	100	
1b Prohibits discrimination based on gender identity for all operations (15 points)	Edward Jones	St. Louis	MO	٠	•	٠	•	•	٠	•	•	•		100	100	403
2a Equivalency in same- and	Federal Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	٠	•	٠	•	•	•	•	•	•		100	100	39
different-sex spousal medical and soft benefits (10 points)	Federal National Mortgage Association (Fannie Mae)	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	20
2b Equivalency in same- and different- sex domestic partner medical	Federal Reserve Bank of Boston	Boston	MA	•	•	٠	•	•	•	•	•	•		100	100	
and soft benefits (10 points / half credit for parity across	Federal Reserve Bank of Chicago	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
2c Equal health coverage for transgender	Federal Reserve Bank of Cleveland	Cleveland	ОН	٠	•	•	•	•	٠	•	•	•		100	100	
individuals without exclusion for medically necessary care (10 points	Federal Reserve Bank of Minneapolis	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100		
/ half credit for inclusive coverage, but blanket exclusions for transition-	Federal Reserve Bank of New York	New York	NY	٠	•	•	•	•	٠	•	•	•		100	90	
3a Three LGBTQ internal training and	Federal Reserve Bank of Philadelphia	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	90	
education best practices (10 points) 3b Employee group or diversity	Federal Reserve Bank of Richmond	Richmond	VA	•	٠	•	•	•	٠	•	•	•		100	100	
council (10 points)	Federal Reserve Bank of San Francisco	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Federal Reserve Bank of St Louis	Saint Louis	MO	٠	•	•	•	•	٠	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Fidelity National Information Services Inc.	Jacksonville	FL	٠	•	•	•	•	•	•	•	•		100	100	301
3d Contractor/supplier non-discrimination	Fifth Third Bancorp	Cincinnati	ОН	٠	•	•	•	•	•	•	•	•		100	100	389
standards and philanthropic giving guidelines (5 points)	Financial Industry Regulatory Authority Inc.	Washington	DC	٠	•	٠	•	•	•	•	•	•		100	100	
	First American Financial Corp.	Santa Ana	CA	٠	•	•	•	•	•	•	•	•		100	100	464
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	First Data Corp.	Atlanta	GA	٠	•	٠	•	•	•	•	•	•		100	100	242
to the CEI survey. These ratings are based on publicly available information	Franklin Templeton Investments	San Mateo	CA	٠	•	•	•	•	•	•	•	•		100	100	405
as well as information submitted to HRC from unofficial LGBTQ employee	Goldman Sachs Group Inc., The	New York	NY	٠	•	٠	•	•	•	•	•	•		100	100	78
groups or individual employees.	HSBCUSA	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	
	Huntington Bancshares Inc.	Columbus	ОН	٠	•	٠	•	•	•	•	•	•		100	100	610
	Janus Henderson Investors	London	England	٠	•	•	•	•	٠	•	•	•		100		
	John Hancock Financial Services Inc.	Boston	MA	٠	•	•	•	•	•	•	•	•		100	100	
	JPMorgan Chase & Co.	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	21
	KeyBank	Cleveland	ОН	٠	•	٠	•	•	•	•	•	•		100	100	479
	KKR & Co. LP	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	656
	Legg Mason Inc.	Baltimore	MD	٠	•	٠	•	•	•	•	•	•		100	95	783
	M&T Bank Corp.	Buffalo	NY	٠	•	٠	•	٠	•	•	•	•		100	95	455
	Macquarie Group Ltd.	New York	NY	٠	•	٠	٠	•	•	•	•	•		100	85	

Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	_
CEI Rating Criteria	Employer	Headquarters Location	State	15 points	15 points	2 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 Prohibits discrimination based	Mastercard	Purchase	NY											100	100	267
on sexual orientation for all operations (15 points)	Masterioura Mesirow Financial Holdings Inc.	Chicago	IL	•		•			•			•		100	90	107
1b Prohibits discrimination based on gender identity for	Moody's Corp.	New York	NY	•		•			•			•		100	100	631
all operations (15 points)	Morgan Stanley	New York	NY	•		•			•	•		•		100	100	76
2a Equivalency in same- and different-sex spousal medical	Morningstar Inc.	Chicago	IL	•		•			•			•		100	100	10
and soft benefits (10 points) 2b Equivalency in same- and different-	MUFG Union Bank, N.A.	New York	NY	•		•			•			•		100	100	
sex domestic partner medical and soft benefits (10 points /	NASDAQ Inc.	New York	NY	•		•			•			•		100	85	620
half credit for parity across some, but not all benefits)	Northern Trust Corp.	Chicago	IL	•		•			•	•		•		100	100	501
2c Equal health coverage for transgender individuals without exclusion for	Northwestern Mutual Life Insurance	Milwaukee	WI	•		•			•			•		100	100	97
medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-	OppenheimerFunds Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
related care remain in place)	PIMCO LLC	Newport Beach	CA	•	•	•	•	•	•	•	•	•		100	100	
3a Three LGBTQ internal training and education best practices (10 points)	PNC Financial Services Group Inc., The	Pittsburgh	PA	•	•	•	•	•	•	•	•	•		100		166
3b Employee group or diversity council (10 points)	Prudential Financial Inc.	Newark	NJ	•	•	•	•	•	•	•	•	•		100	100	48
3c Three distinct efforts of outreach or engagement to broader LGBTQ	RBC Capital Markets LLC	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include	RBC Wealth Management	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100	100	
LGBTQ suppliers (15 points) 3d Contractor/supplier non-discrimination	Robert W. Baird & Co. Incorporated	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	
standards and philanthropic giving guidelines (5 points)	Rockland Trust Co.	Rockland	МА	•	•	•	•	•	•	•	•	•		100	100	
	S&P Global Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	459
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Société Générale	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Standard Chartered	New York	NY	•	•	٠	•	•	•	•	•	•		100		
based on publicly available information as well as information submitted to HRC from unofficial LGBTQ employee	State Street Corp.	Boston	MA	•	•	•	•	•	٠	•	•	•		100	100	271
groups or individual employees.	Sumitomo Mitsui Banking Corporation	New York	NY	•	•	•	•	•	٠	•	•	•		100		
	SunTrust Banks Inc.	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	303
	Synchrony	Stamford	СТ	•	•	٠	•	•	•	•	•	•		100	100	185
	T. Rowe Price Associates Inc.	Baltimore	MD	•	•	•	•	•	•	•	•	•		100	100	573
	TD Ameritrade	Omaha	NE	•	•	٠	•	•	•	•	•	•		100	100	674
	TD Bank, N.A.	Wilmington	DE	٠	•	•	•	•	٠	•	•	•		100	100	
	TD Securities (USA) LLC	New York	NY	٠	•	٠	•	•	٠	•	•	•		100	100	
	ΤΙΑΑ	New York	NY	٠	•	•	•	•	٠	•	•	•		100	100	80
	TPG Global LLC	Fort Worth	ТΧ	٠	•	٠	•	•	٠	•	•	•		100	100	
	TransUnion	Chicago	IL	٠	•	٠	•	•	•	•	•	•		100	85	

Appendix C	Ratings by Industry, Descending Score					•		Crite	erion						Rating	
	Ratings by musicy, besteriumg score			15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 20	CE 3	Fo
1a Prohibits discrimination based on sexual orientation for all	U.S. Bancorp	Minneapolis	MN	•	•	٠	•	٠	٠	•	•	•		100	100	125
operations (15 points) 1b Prohibits discrimination	UBS AG	New York	NY	•	٠	•	•	•	٠	•	•	•		100	100	
based on gender identity for all operations (15 points)	United Services Automobile Association	San Antonio	тх	•	٠	•	•	٠	٠	•	•	•		100	100	102
2a Equivalency in same- and	Vanguard Group Inc.	Malvern	PA	•	٠	•	•	٠	٠	•	•	•		100	100	
different-sex spousal medical and soft benefits (10 points)	Visa	Foster City	CA	•	•	•	•	•	٠	•	•	•		100	100	187
2b Equivalency in same- and different- sex domestic partner medical	Voya Financial	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	266
and soft benefits (10 points / half credit for parity across	Wells Fargo & Co.	San Francisco	CA	•	•	•	•	•	٠	•	•	•		100	100	25
2c Equal health coverage for transgender	CIT Group Inc.	New York	NY	•	٠	٠	•	٠	٠	•	٢	•		95	20	550
individuals without exclusion for medically necessary care (10 points	Federal Reserve Bank of Atlanta	Atlanta	GA	•	•	٠	•	•	٠	•	٢	•		95	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Nomura	New York	NY	•	•	٠	•	•	٠	•	•			95		
related care remain in place) 3a Three LGBTQ internal training and	Ameriprise Financial Inc.	Minneapolis	MN	•	٠	•		•	•	•	•	•		90	100	239
education best practices (10 points) 3b Employee group or diversity	BB&T Corp.	Winston-Salem	NC	•	٠	•		•	٠	•	•	•		90	100	245
council (10 points)	Citizens Financial Group	Providence	RI	•		•	•	•	•	•	•	•		90		451
3c Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity	Fidelity Investments	Boston	MA	•	•	٠		•	٠	•	•	•		90	95	
program is in place, must include LGBTQ suppliers (15 points)	LPL Financial Holdings Inc.	Boston	MA	•	•	•	●	●	•	•	•	•		90	100	584
3d Contractor/supplier non-discrimination	MB Financial Inc.	Chicago	IL	•	•	•	•	0	•	•	•			90	95	
standards and philanthropic giving guidelines (5 points)	Raymond James Financial Inc.	St. Petersburg	FL	٠	•	٠	•		٠	•	•	•		90	85	469
	Global Payments Inc.	Atlanta	GA	•	•	•	•	•	٠	•		•		85		669
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	Navient	Wilmington	DE	•	•	٠		•	•	•	٢	•		85	100	514
to the CEI survey. These ratings are based on publicly available information	Regions Financial Corp.	Birmingham	AL	•	•	•	●	•	•	•	٢			85	95	436
as well as information submitted to HRC from unofficial LGBTQ employee	Pacific Life Insurance Co.	Newport Beach	CA	•	•	٠	•	0	•		•			80	80	302
groups or individual employees.	Bank of America Corp.	Charlotte	NC	•	•	•	•	•	•	•	•	•	٠	75	75	26
	First Horizon National Corp.	Memphis	TN	•	•	٠		0	•	•	٢			75		
	Mercedes-Benz Financial Services USA LLC (MBFS)	Farmington Hills	МІ	•	•	•			•	•	•			75		
	Canadian Imperial Bank of Commerce	New York	NY	•	•		•		•	•	٩			65		
	Loews Corp.	New York	NY	•	•	•					٢	•		55	75	213
	SLM Corp. (Sallie Mae)	Newark	DE	•	•	•	●		•					55	45	
	Aberdeen Asset Management Inc.	Philadelphia	PA	٠	٠	٠				•				50	65	
	CoreLogic	Santa Ana	CA	٩	٩	٠			٠	•				50		952
	Western Union Co., The	Englewood	CO	٠	•	٠			•					50	75	478
	Invesco Ltd.	Atlanta	GA	٠	•	٠		●						45	75	

								Crite	erion					1	Rating	
Appendix C	Ratings by Industry, Descending Score			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
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	2 2	ដី	Ĕ
1a Prohibits discrimination based on sexual orientation for all	Waddell & Reed Financial Inc.	Overland Park	KS	•	•	•		•						45	80	
operations (15 points) Prohibits discrimination	Fidelity National Financial Corp.	Jacksonville	FL	٩	9				-					20		293
based on gender identity for all operations (15 points)	Fiserv Inc.	Brookfield	WI	٩	۵				•					20	20	471
2a Equivalency in same- and different-sex spousal medical	HRG Group	New York	NY	٩					* * * * *					10		418
and soft benefits (10 points)	INTL FCStone Inc.	New York	NY	٩					•					10		189
2b Equivalency in same- and different- sex domestic partner medical	A-Mark Precious Metals	Santa Monica	CA						*							395
and soft benefits (10 points / half credit for parity across	Intercontinental Exchange	Atlanta	GA						*							437
some, but not all benefits) 2c Equal health coverage for transgender	Leucadia National Corporation	New York	NY													262
individuals without exclusion for medically necessary care (10 points	CHEMICALS AND BIOTECHNOLOGY															
/ half credit for inclusive coverage, but blanket exclusions for transition-	BASF Corp.	Florham Park	NJ	•	•	•	•	•	٠	•	•	•		100	100	
3a Three LGBTQ internal training and	Celanese Corp.	Irving	ТΧ	٠	•	٠	•	•	٠	•	•	•		100	90	484
education best practices (10 points) 3b Employee group or diversity	Dow Chemical Co., The	Midland	MI	•	•	٠	•	•	٠	•	•	•		100	100	62
council (10 points)	E. I. du Pont de Nemours and Co. (DuPont)	Wilmington	DE	•	•	٠	•	•	٠	•	•	•		100	100	113
3c Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity	Ecolab Inc.	St. Paul	MN	•	•	٠	•	•	٠	•	•	•		100	100	211
program is in place, must include LGBTQ suppliers (15 points)	Genentech Inc.	South San Francisco	CA	٠	•	•	•	•	•	•	•	•		100	100	
3d Contractor/supplier non-discrimination	International Flavors & Fragrances	New York	NY	•	•	•	•	•	٠	•	•	•		100		711
standards and philanthropic giving guidelines (5 points)	Thermo Fisher Scientific Inc.	Waltham	MA	•	•	•	•	•	٠	•	•	•		100	100	154
	PPG Industries Inc.	Pittsburgh	PA	•	•	٠		•	٠	•	•	•		90	100	183
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	Sherwin-Williams Co., The	Cleveland	ОН	•	•	٠	•	•	٠		٢			80		236
to the CEI survey. These ratings are based on publicly available information	Univar Inc.	Downers Grove	IL	•	•	٠	•					•		60	20	338
as well as information submitted to HRC from unofficial LGBTQ employee	Huntsman Corp.	The Woodlands	ТΧ	•	•	٠						•		45	70	289
groups or individual employees.	Ashland Inc.	Covington	KY	٠	•	٠								40		516
	The Chemours Company	Wilmington	DE			٠		●		•				25		482
	Airgas Inc.	Radnor	PA	٩	•									20	10	489
	Avery Dennison	Glendale	CA	٩	a									20	20	430
	Quintiles Transnational	Durham	NC	٩	۵									20		390
	COLLEGES AND UNIVERSITIES			:					:							
	University of Phoenix	Tempe	AZ	•	•	•	•	•	•	•	•	•		100	100	
	COMPUTER AND DATA SERVICES															
	Arrow Electronics	Centennial	СО	•	•	•	•	•	٠	•	•	•		100	80	118
	Citrix Systems Inc.	Fort Lauderdale	FL	•	•	•	•	•	٠	•	•	•		100	100	661
				:		:			-			-				

Appondix C	Potings by Industry Descending Secto							Crite	erion						Rating	
Appendix C	Ratings by Industry, Descending Score			15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	19 il Rating	18 il Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	Зс	3d	4	201 CEI	2018 CEI	Fo
1a Prohibits discrimination based on sexual orientation for all	Dell Technologies Inc.	Round Rock	тх	٠	٠	•	٠	•	•	•	•	•		100	100	41
operations (15 points) 1b Prohibits discrimination	Dropbox Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
based on gender identity for all operations (15 points)	Experian Americas	Costa Mesa	CA	٠	•	•	٠	•	•	•	•	•		100		
2a Equivalency in same- and	FactSet Research Systems Inc.	Norwalk	СТ	•	•	٠	•	•	٠	•	•	•		100	100	
different-sex spousal medical and soft benefits (10 points)	LENOVO (UNITED STATES) INC.	Morrisville	NC	•	•	•	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	NCR Corp.	Duluth	GA	•	•	•	•	•	٠	•	•	•		100	100	409
and soft benefits (10 points / half credit for parity across	Rackspace	San Antonio	тх	•	•	•	•	•	•	•	•	•		100	100	
2c Equal health coverage for transgender	Tech Data Corp.	Clearwater	FL	•	•	٠	•	•	٠	•	•	•		100	100	107
individuals without exclusion for medically necessary care (10 points	Western Digital Corp.	San Jose, CA	CA	٠	•	٠	٠	•	٠	•	•	•		100		217
/ half credit for inclusive coverage, but blanket exclusions for transition-	Palo Alto Networks	Santa Clara	CA	•	•	•	•	•	•	•	٢	•		95		
related care remain in place) 3a Three LGBTQ internal training and	HERE North America LLC	Chicago	IL	٠	•	٠	0	•	•	•	3	•		90	100	
education best practices (10 points)	Ingram Micro	Irvine	CA	•	٠	٠	٠	•		•	•	•		90	85	
3b Employee group or diversity council (10 points)	Hewlett Packard Enterprise Co.	Palo Alto	CA	•	•	٠		•	•	•	3	•		80	100	59
3c Three distinct efforts of outreach or engagement to broader LGBTQ	SRA International Inc.	Fairfax	VA	•	•	•	•		•	•	٩	•		75		
community, and if supplier diversity program is in place, must include	Black Knight Inc.	Jacksonville	FL	•	•	٠	•	•	•			•		70		
LGBTQ suppliers (15 points) 3d Contractor/supplier non-discrimination	LexisNexis Group	New York	NY	•	•	•		•	•	•				65	95	
standards and philanthropic giving guidelines (5 points)	DXC Technology	Mclean	VA	•	•	٠	•		-	•				60		
	Insight Enterprises Inc.	Tempe	AZ	•	•	•		•	•					60	75	473
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Computer Sciences Corp. (CSC)	Falls Church	VA	•	•				•	•	٩			55	75	379
not responded to repeated invitations to the CEI survey. These ratings are	Hortonworks Inc.	Santa Clara	CA	•	•	•			•	•				50		
based on publicly available information as well as information submitted to HRC from unofficial LGBTQ employee	Imation Corp.	Oakdale	MN	•	•				- - - - - - -					30		
groups or individual employees.	Cognizant Technology Solutions Corp.	Teaneck	LN	۵	a									20		205
	COMPUTER HARDWARE AND OFFICE EQUIPMENT															
	Apple Inc.	Cupertino	CA	•	•	•	•	•	•	•	•	•		100	100	3
	CDW Corp.	Lincolnshire	IL	•	•	٠	•	•	•	•	•	•		100	100	199
	Lexmark International Inc.	Lexington	КY	•	•	•	•	•	•	•	•	•		100	100	
	Seagate Technology LLC	Cupertino	CA	•	•	•	•	•	•	•	•	•		100	25	
	Xerox Corp.	Norwalk	СТ	•	•	٠	•	•	•	•	•	•		100	100	162
	Ultimate Software	Weston	FL	•	•	٠		•	٠	•	•	•		90	100	
	HP Inc.	Palo Alto	CA	•	•	•		•	•	•	•	•		90	100	61
	NetApp Inc.	Sunnyvale	CA	•	•	•	•	•	•		•	•		85		468

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Appendix C	Ratings by Industry, Descending Score			15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	18 El Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	3b	3c	3d	4	CE 20	2012 CEI	ъ
1a Prohibits discrimination based on sexual orientation for all	Avnet Inc.	Phoenix	AZ	•	•	٠		•	٠			•		65	80	108
operations (15 points) 1b Prohibits discrimination	WESCO International Inc.	Pittsburgh	PA	•	•	٠								40	60	373
based on gender identity for all operations (15 points)	Anixter International Inc.	Glenview	IL	•	9									20		359
2a Equivalency in same- and	Essendant Inc.	Deerfield	IL	٩										10		487
different-sex spousal medical and soft benefits (10 points)	Software House International	Somerset	NJ	٩										10		
2b Equivalency in same- and different- sex domestic partner medical	COMPUTER SOFTWARE															
and soft benefits (10 points / half credit for parity across	Adobe Systems Inc.	San Jose	CA	•	٠	٠	•	•	٠	•	•	•		100	100	443
some, but not all benefits) 2c Equal health coverage for transgender	AthenaHealth Inc.	Watertown	MA	•	٠	٠	•	•	•	•	•	•		100	100	
individuals without exclusion for medically necessary care (10 points	Autodesk Inc.	San Rafael	CA	•	٠	٠	•	•	٠	•	•	•		100	100	928
/ half credit for inclusive coverage, but blanket exclusions for transition-	Box Inc.	Redwood City	CA	•	•	٠	•	•	٠	•	•	•		100	80	
related care remain in place) 3a Three LGBTQ internal training and	Electronic Arts Inc.	Redwood City	CA	•	٠	٠	•	•	٠	•	•	•		100	100	556
education best practices (10 points) 3b Employee group or diversity	Intuit Inc.	Mountain View	CA	•	•	٠	•	•	٠	•	•	•		100	100	527
council (10 points) 3c Three distinct efforts of outreach	Medallia Inc.	San Mateo	CA	٠	•	٠	•	•	٠	•	•	•		100	100	
or engagement to broader LGBTQ community, and if supplier diversity	Medidata Solutions Inc.	New York	NY	•	•	٠	•	•	٠	•	•	•		100		
program is in place, must include LGBTQ suppliers (15 points)	Microsoft Corp.	Redmond	WA	•	•	٠	•	•	٠	•	•	•		100	100	28
3d Contractor/supplier non-discrimination	Nuance Communications	Burlington	MA	•	٠	٠	•	•	٠	•	•	•		100	80	953
standards and philanthropic giving guidelines (5 points)	Oracle Corp.	Redwood City	CA	•	•	٠	•	•	•	•	•	•		100	100	81
Potings in Grow / Unofficial ratings of	Pinterest Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	95	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	Salesforce	San Francisco	CA	•	•	٠	•	•	•	•	•	•		100	100	326
to the CEI survey. These ratings are based on publicly available information	SAP America Inc.	Newtown Square	PA	•	•	•	•	•	٠	•	•	•		100	100	
as well as information submitted to HRC from unofficial LGBTQ employee	Symantec Corp.	Mountain View	CA	•	•	٠	•	•	•	•	•	•		100	100	465
groups or individual employees.	Uber Technologies Inc.	San Francisco	CA	•	•	•	•	•	٠	•	•	•		100	100	
	VMware Inc.	Palo Alto	CA	•	•	•	•	•	٠	•	•	•		100	100	
	Workday Inc.	Pleasanton	CA	•	•	٠	•	•	٠	•	•	•		100	100	
	Atlassian	San Francisco	CA	•	•	٠	•	•	٠	•	•			95		
	Mozilla Corporation	Mountain View	CA	•	•	٠	•	•	٠	•	•			95		
	New Relic Inc.	San Francisco	CA	•	•	٠	•	•	٠	•	•			95	95	
	PROS	Houston	ТΧ	٠	•	٠	•			•	•			75		
	Cloudera Inc.	Palo Alto	CA	٠	•	٠		0	٠	•		•		70	100	
	Instacart Inc.	San Francisco	CA	٠	•	٠		0	٠	•				65		
	Avaya Inc.	Santa Clara	CA	•	٠	٠	٠			•				60	70	621

Appendix C	Ratings by Industry, Descending Score							Crite	rion						Rating	
													s			0
				15 points	15 points	10 points	15 points	points	-25 points	ating	ating	ne 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	- 1a	≓ 1b	- 2a	- 2b	- 2c	- 3a	÷ 3b	≓ 3c	ம 3d	9 4	2019 CEI Rating	2018 CEI Rating	Fortune
1a Prohibits discrimination based	Veritas Technologies LLC	Mountain View	CA	•	•			0		•	٩	•		60	90	
on sexual orientation for all operations (15 points)	Pitney Bowes Inc.	Stamford	СТ	٢	•	•	•	Ð	•					55		663
1b Prohibits discrimination based on gender identity for	BMC Software Inc.	Houston	TX	•	•	•		-				•		45	70	
all operations (15 points) 2a Equivalency in same- and	Convio Inc.	Austin	ТХ	٩	٠		•			•				45		
different-sex spousal medical and soft benefits (10 points)	Software AG USA Inc.	Reston	VA	٩	٢	•				•				40		
2b Equivalency in same- and different-	Allscripts-Misys Healthcare Solutions Inc.	Chicago	IL	•	•									20	40	
sex domestic partner medical and soft benefits (10 points /	CONSULTING AND BUSINESS SERVICES	eouge														
half credit for parity across some, but not all benefits)	A.T. Kearney Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
2c Equal health coverage for transgender individuals without exclusion for	Accenture	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-	ADP	Roseland	NJ	•	•	•		•	•		•	•		100	100	240
related care remain in place)	AlixPartners LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	85	
3a Three LGBTQ internal training and education best practices (10 points)	Aon Corp.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
3b Employee group or diversity council (10 points)	Bain & Co. Inc. / Bridgespan Group	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Booz Allen Hamilton Inc.	McLean	VA	•	•	•	•	•	•	•	•	•		100	100	481
community, and if supplier diversity program is in place, must include	Boston Consulting Group	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
LGBTQ suppliers (15 points) 3d Contractor/supplier non-discrimination	Capgemini America, INC	Houston	ТХ	•	•	•	•	•	•	•	•	•		100	90	
standards and philanthropic giving guidelines (5 points)	Capital Markets Company NV, The	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
3	Deloitte LLP	New York	NY	•	•	•		•	•		•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Dun & Bradstreet Corp., The	Short Hills	NJ	•	•	•	•	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	EAB	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	
based on publicly available information as well as information submitted to	Ernst & Young LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
HRC from unofficial LGBTQ employee groups or individual employees.	Gartner Inc.	Stamford	СТ	•	•	•	•	•	•	•	•	•		100	100	821
	Grant Thornton LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
	Huron Consulting Group Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
	IBM Corp.	Armonk	NY	•	•	•	•	•	•	•	•	•		100		32
	IHS Markit Ltd.	New York	NY	•	•	•	•	•	•		•	•		100	90	
	Iron Mountain Inc.	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	649
	Kelly Services Inc.	Тгоу	MI	•		•		•	•			•		100		490
	Korn/Ferry International	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100		
	KPMG LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	ManpowerGroup	Milwaukee	WI	•		•	•	•	•	•	•	•		100		146
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Annendix C	Detings by Industry Descending Secu							Crite	erion						Rating	
Appendix C	Ratings by Industry, Descending Score			s	s	s	ş	ş	ŝ	s	ş		ıts			00
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	20 CE	20 CE 50	Fo
1a Prohibits discrimination based on sexual orientation for all	Marsh & McLennan Companies Inc.	New York	NY	•	٠	•	•	•	٠	•	•	•		100	100	210
operations (15 points) 1b Prohibits discrimination	McKinsey & Co. Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
based on gender identity for all operations (15 points)	Navigant Consulting Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
2a Equivalency in same- and	PricewaterhouseCoopers LLP	New York	NY	•	٠	•	•	•	٠	•	•	•		100	100	
different-sex spousal medical and soft benefits (10 points)	Robert Half	Menlo Park	CA	•	٠	•	•	•	٠	•	•	•		100	100	493
2b Equivalency in same- and different- sex domestic partner medical	RSM US LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100		
and soft benefits (10 points / half credit for parity across	Science Applications International Corp.	Reston	VA	•	•	•	•	•	•	•	•	•		100	85	551
2c Equal health coverage for transgender	Slalom	Seattle	WA	•	٠	•	•	•	٠	•	•	•		100	100	
individuals without exclusion for medically necessary care (10 points	Thomson Reuters	New York	NY	•	٠	•	•	•	٠	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Willis Towers Watson	Arlington	VA	•	•	•	•	•	•	•	•	•		100	100	
related care remain in place) 3a Three LGBTQ internal training and	ZS Associates Inc.	Evanston	IL	•	•	•	•	•	•	•	•	•		100		
education best practices (10 points) 3b Employee group or diversity	Wipro Ltd.	East Brunswick	NJ	•	•	•	0	•	•	•	•	•		95		
council (10 points)	Capital Area Services Company, LLC (CASCI)	Charleston	WV	•	•	•		•	•	•	•	•		90		
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Convergys Corp.	Cincinnati	ОН	•	٠	•	•	0	•	•	٩	•		90	100	746
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Hitachi Consulting Corp.	Dallas	ТΧ	•	•	•	•	•		•	•	•		90		
3d Contractor/supplier non-discrimination	CHG Healthcare Inc.	Midvale	UT	•	٠	•	•	•		•	•			85	85	
standards and philanthropic giving guidelines (5 points)	Softchoice Corp.	Toronto	ON	•	٠	•	•	•	٠	•				80		
	West Monroe Partners LLC	Chicago	IL	•	•	•	•	•		•		•		75		
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Adecco North America LLC	Jacksonville	FL	•	٠	•	•		٠	•				70		
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Unisys Corp.	Blue Bell	PA	•	•	•	•	•						60		756
as well as information submitted to HRC from unofficial LGBTQ employee	Truven Health Analytics Inc.	Ann Arbor	MI	•	•	•		0		•				55		
groups or individual employees.	Infosys Limited Inc.	Plano	ТΧ	٠	•	•				•				50		
	Pariveda Solutions Inc.	Dallas	ΤХ	•	•	•				•				50	70	
	ABM Industries Inc.	New York	NY	۵										10		500
	EDUCATION AND CHILD CARE											i				
	Bright Horizons	Watertown	MA	•	•	•		•	•	•	•	•		90	100	
	Pearson Inc.	Hoboken	NJ	•	•	•		•	•	•	•	•		90	100	
	ENERGY AND UTILITIES											i				
	Alliant Energy Corp.	Madison	WI	٠	•	•	•	•	٠	•	•	•		100	100	677
	Ameren Corp.	St. Louis	МО	٠	•	٠	•	•	٠	•	•	•		100	100	431
	Dominion Energy	Richmond	VA	٠	•	•	٠	•	٠	•	٠	•		100	75	238
								:				-				

Appendix C	Potings by Industry Descending Secto					•		Crite	erion						Rating	
	Ratings by Industry, Descending Score			15 points	15 points	10 points	15 points	5 points	-25 points	19 I Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	C 20	Fo
1a Prohibits discrimination based on sexual orientation for all	Duke Energy Corp.	Charlotte	NC	٠	•	٠	•	٠	٠	•	•	•		100	100	121
operations (15 points) 1b Prohibits discrimination	Edison International	Rosemead	CA	٠	•	•	•	•	٠	•	•	•		100	100	235
based on gender identity for all operations (15 points)	Exelon Corp.	Chicago	IL	٠	٠	•	•	•	٠	•	•	•		100	100	89
2a Equivalency in same- and	PG&E Corp.	San Francisco	CA	٠	٠	•	•	•	٠	•	•	•		100	100	157
different-sex spousal medical and soft benefits (10 points)	Portland General Electric Co.	Portland	OR	•	•	•	•	•	٠	•	•	•		100	100	960
2b Equivalency in same- and different- sex domestic partner medical	PPL Corp.	Allentown	PA	٠	•	٠	•	•	٠	•	•	•		100	100	365
and soft benefits (10 points / half credit for parity across	Sempra Energy	San Diego	CA	٠	•	٠	•	•	٠	•	•	•		100	100	280
2c Equal health coverage for transgender	Southern Co.	Atlanta	GA	٠	•	٠	•	•	٠	•	•	•		100	100	145
individuals without exclusion for medically necessary care (10 points	Xcel Energy Inc.	Minneapolis	MN	•	•	٠	•	•	٠	•	•	•		100	100	256
/ half credit for inclusive coverage, but blanket exclusions for transition-	Consumers Energy	Jackson	MI	٠	•	٠		•	٠	•	•	•		90	100	419
3a Three LGBTQ internal training and	Public Service Enterprise Group	Newark	NJ	•	•	٠		•	٠	•	•	•		90	100	306
education best practices (10 points) 3b Employee group or diversity	Southern California Edison Co.	Rosemead	CA	٠	•	٠	•	0	٠	•	•	•		90	100	
council (10 points)	American Electric Power Co. Inc.	Columbus	ОН	•	•	٠		0	٠	•	•	•		85	100	167
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Battelle Energy Alliance (Idaho National Laboratory)	Idaho Falls	ID	٠	٠	•	•	•	٠	•	•			90		
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	DTE Energy Co.	Detroit	MI	٠	•	•		•	•	•	٢	•		85	85	272
3d Contractor/supplier non-discrimination	Entergy Corp.	New Orleans	LA	٠	٠	•		•	٠	•	•			85	100	263
standards and philanthropic giving guidelines (5 points)	Great River Energy	Maple Grove	MN	٠	•	•	•	•		•	•	•		85		
Defines in Crew (11, efficial estimated)	National Grid USA	Waltham	MA	•	•	•		0	٠	•	•	•		85	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	Eversource Energy	Springfield	MA	٠	•	•		•		•	•			75		358
to the CEI survey. These ratings are based on publicly available information	Pinnacle West Capital	Phoenix	AZ	٠	٠	•		O		•	٢	•		70		651
as well as information submitted to HRC from unofficial LGBTQ employee	Sunrun Inc.	San Francisco	CA	٠	•	•	•		•	•				70		
groups or individual employees.	Williams Companies Inc.	Tulsa	ОК	٠	٠	•	•			•	•			70		367
	Chesapeake Energy Corp.	Oklahoma City	ОК	•	•	•		•	•	•				65	80	343
	Consolidated Edison Co.	New York	NY	٠	٠	•		O	٠	•				65	95	234
	Constellation Energy Group Inc.	Baltimore	MD	•	•	•			٠	•				60		
	Laclede Group Inc., The	St. Louis	МО	٠	•	•	•				٩			60	65	
	NextEra Energy Inc.	Juno Beach	FL	٩	٩	٠			٠	•				50		170
	PNM Resources Inc.	Albuquerque	NM	•	•	٠						•		45	70	
	SunPower Corp.	San Jose	CA	٠	٠	٠		0						45		
	NRG Energy Inc.	Princeton	NJ	٠	•				٠					40	65	229
	WEC Energy Group	Milwaukee	WI	٠	٠					•				40	55	368

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Appendix C	Ratings by Industry, Descending Score							Crite	erion				••••••		Rating	
Арреник с	Ratings by industry, Descending Score			15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	ฉีบี	ฉีบี	Ĕ
1a Prohibits discrimination based on sexual orientation for all	Calpine Corp.	Houston	ТХ	٩			•							20		400
operations (15 points) 1b Prohibits discrimination	CenterPoint Energy Inc.	Houston	ТХ	٩					_					20	10	362
based on gender identity for all operations (15 points)	Energy Transfer Equity L.P.	Dallas	ТΧ	۵	۵									20		79
2a Equivalency in same- and different-sex spousal medical	FirstEnergy Corp.	Akron	ОН	۵	۵									20	10	196
and soft benefits (10 points)	UGI Corp.	King of Prussia	PA	٢	•									20		457
2b Equivalency in same- and different- sex domestic partner medical	Vistra Energy	Dallas	ТХ	۵	•									20		499
and soft benefits (10 points / half credit for parity across some, but not all benefits)	Severn Trent Services Inc.	Fort Washington	PA				•				٩			15	15	
2c Equal health coverage for transgender	Global Partners	Waltham	MA	۵										10		334
individuals without exclusion for medically necessary care (10 points	AES Corp., The	Arlington	VA												40	194
 / half credit for inclusive coverage, but blanket exclusions for transition- related care remain in place) 	Targa Resources Corp.	Houston	ТΧ													402
3a Three LGBTQ internal training and	ENGINEERING AND CONSTRUCTION															
education best practices (10 points) 3b Employee group or diversity	AECOM	Los Angeles	CA	•	•	•	•	•	٠	•	•	•		100	100	161
council (10 points) 3c Three distinct efforts of outreach	Black & Veatch Holding Inc.	Overland Park	KS	•	•	•	•	•	٠	•	•	•		100	85	
or engagement to broader LGBTQ community, and if supplier diversity	Jacobs Engineering Group Inc.	Pasadena	CA	•	•	•	•	•	•	•	•	•		100		259
program is in place, must include LGBTQ suppliers (15 points)	Perkins + Will Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100		
3d Contractor/supplier non-discrimination standards and philanthropic	Turner Construction Co.	New York	NY	٠	•	•	•	•	٠	•	•	•		100	100	
giving guidelines (5 points)	Arup USA Inc	New York	NY	•	٠	•		•	٠	•	•	•		90	90	
Ratings in Gray / Unofficial ratings of	CH2M HILL Companies Ltd.	Englewood	CO	•	•	•			•	•	•	•		80	90	494
the Fortune 500 companies that have not responded to repeated invitations	Hilti Inc.	Planto	ТХ	•		٠	•	O		•	•			65		
to the CEI survey. These ratings are based on publicly available information	Fluor Corp.	Irving	ТХ	٠	•	•			٠	•				60	80	149
as well as information submitted to HRC from unofficial LGBTQ employee	United Rentals Inc.	Stamford	CT	•	•	•	•							50	45	452
groups or individual employees.	KB Home	Los Angeles	CA	٩	٢		•				٩			35		634
	DR Horton Inc.	Fort Worth	ТХ	٩	•									20	10	232
	Lennar Corp.	Miami	FL	٩	•									20		260
	Toll Brothers Inc.	Horsham	PA	٩	•									20		497
	Ryland Group Inc., The	Calabasas	CA	٩							٩			15		
	EMCOR Group Inc.	Norwalk	СТ	۵										10	20	360
	Peter Kiewit Sons' Inc.	Omaha	NE	۵										10		324
	PulteGroup Inc.	Atlanta	GA	۵										10		353
	Quanta Services	Houston	ТΧ	۵										10		355
	CalAtlantic Group	Arlington	VA													415

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Appendix C	Ratings by Industry, Descending Score							Crite	erion	••••••					Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	20. CE	CE 50	Foi
1a Prohibits discrimination based on sexual orientation for all	NVR Inc.	Reston	VA													446
operations (15 points) Prohibits discrimination	ENTERTAINMENT AND ELECTRONIC MEDIA															
based on gender identity for all operations (15 points)	Activision Blizzard	Santa Monica	CA	•	•	•	•	•	٠	•	•	•		100		406
2a Equivalency in same- and	AMC Entertainment Inc.	Leawood	KS	•	•	•	•	•	٠	•	•	•		100	100	
different-sex spousal medical and soft benefits (10 points)	Anschutz Entertainment Group, Inc.	Los Angeles	CA	٠	•	•	•	•	•	•	•	•		100		
2b Equivalency in same- and different- sex domestic partner medical	Buzzfeed	New York	NY	٠	٠	•	•	٠	•	•	•	•		100		
and soft benefits (10 points / half credit for parity across	CBS Corp.	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	193
2c Equal health coverage for transgender	Cox Enterprises Inc.	Atlanta	GA	٠	٠	•	•	٠	•	•	•	•		100	90	
individuals without exclusion for medically necessary care (10 points	Fox Corporation	New York	NY	٠	•	•	•	•	•	•	•	•		100		101
/ half credit for inclusive coverage, but blanket exclusions for transition-	Lions Gate Entertainment Corp.	Santa Monica	CA	٠	٠	•	•	٠	•	•	•	•		100		
related care remain in place) 3a Three LGBTQ internal training and	Live Nation Entertainment Inc.	Beverly Hills	CA	•	•	•	•	•	•	•	•	•		100	100	330
education best practices (10 points) 3b Employee group or diversity	Netflix Inc.	Los Gatos	CA	•	•	•	•	•	٠	•	•	•		100	100	314
council (10 points)	SIRIUS XM Radio Inc.	New York	NY	٠	•	•	•	•	٠	•	•	•		100	100	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Sony Corporation of America	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Sony Pictures Entertainment Inc.	Culver City	CA	٠	•	٠	•	•	٠	•	•	•		100	100	
3d Contractor/supplier non-discrimination	TEGNA Inc.	McLean	VA	•	•	•	•	•	•	•	•	•		100	100	671
standards and philanthropic giving guidelines (5 points)	Univision Communications Inc.	New York	NY	٠	•	٠	•	•	٠	•	•	•		100	100	724
	Viacom Inc.	New York	NY	٠	•	•	•	•	٠	•	•	•		100	100	224
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	Vox Media Inc.	Washington	DC	٠	•	٠	•	•	٠	•	•	•		100	95	
to the CEI survey. These ratings are based on publicly available information	Walt Disney Co., The	Burbank	CA	٠	•	•	•	•	٠	•	•	•		100	100	52
as well as information submitted to HRC from unofficial LGBTQ employee	Warner Media	New York	NY	٠	•	٠	•	•	٠	•	•	•		100	100	95
groups or individual employees.	Comcast NBCUniversal	Philadelphia	PA	٠	•	•		•	٠	•	•	•		90	100	31
	Informa PLC	London	England	٠	•	٠	•	•		•	•	•		90		
	Pandora Media Inc.	Oakland	CA	٠	•	•		0	٠	•	٢	•		80		
	Sony Computer Entertainment America LLC	Foster City	CA	٠	•	٠		0	٠	•				65		
	iHeartMedia Inc.	San Antonio	ТХ	•	•			٢	•	•	۹			60		426
	Regal Entertainment Group	Knoxville	TN	٠	•	٠			٠	•				60	85	696
	Corbis Corp.	Seattle	WA	٥	۵		•				٩			35		
	Discovery Communications Inc.	Silver Spring	MD	٥	۵									20		412
	FOOD, BEVERAGES AND GROCERIES															
	Anheuser-Busch Companies Inc.	St. Louis	МО	•	•	•	٠	•	•	•	•	•		100		

Appondix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
Appendix C	Ratings by industry, Descending Score			15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 20	CE 20	Fo
1a Prohibits discrimination based on sexual orientation for all	Aramark Corp.	Philadelphia	PA	٠	•	٠	•	•	•	•	•	•		100	100	192
operations (15 points) 1b Prohibits discrimination	Barilla America Inc.	Northbrook	IL	٠	٠	٠	•	•	•	•	•	•		100	100	
based on gender identity for all operations (15 points)	Brown-Forman Corp.	Louisville	KY	٠	٠	٠	•	•	•	•	•	•		100	100	713
2a Equivalency in same- and	Burger King Corp.	Miami	FL	٠	٠	٠	•	•	•	•	•	•		100	95	
different-sex spousal medical and soft benefits (10 points)	Campbell Soup Co.	Camden	NJ	•	•	•	•	•	•	•	•	•		100	100	339
2b Equivalency in same- and different- sex domestic partner medical	Cargill Inc.	Wayzata	MN	٠	٠	٠	•	•	•	•	•	•		100	100	
and soft benefits (10 points / half credit for parity across	Chobani	Norwich	NY	•	•	•	•	•	•	•	•	•		100		
2c Equal health coverage for transgender	Coca-Cola Co., The	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	64
individuals without exclusion for medically necessary care (10 points	Conagra Brands Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	197
/ half credit for inclusive coverage, but blanket exclusions for transition-	Danone North America	White Plains	NY	•	٠	•	•	•	•	•	•	•		100		
3a Three LGBTQ internal training and	Dunkin' Brands Group Inc.	Canton	MA	٠	٠	•	•	•	•	•	•	•		100	90	
education best practices (10 points) 3b Employee group or diversity	E&J Gallo Winery	Modesto	CA	•	٠	•	•	•	•	•	•	•		100	100	
council (10 points)	General Mills Inc.	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100	100	165
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Hannaford Supermarkets	Scarborough	ME	•	•	٠	•	•	•	•	•	•		100		
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Hershey Co., The	Hershey	PA	•	•	•	•	•	•	•	•	•		100	100	369
3d Contractor/supplier non-discrimination	Kellogg Co.	Battle Creek	MI	٠	٠	٠	•	•	•	•	•	•		100	100	216
standards and philanthropic giving guidelines (5 points)	Kraft Heinz Company, The	Chicago	IL	•	•	٠	•	•	•	•	•	•		100	90	106
	Kroger Co., The	Cincinnati	ОН	•	•	•	•	•	•	•	•	•		100	95	18
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	McDonald's Corp.	Oak Brook	IL	•	•	•	•	•	•	•	•	•		100	100	112
to the CEI survey. These ratings are based on publicly available information	MillerCoors LLC	Chicago	IL	٠	•	٠	•	•	•	•	•	•		100	100	
as well as information submitted to HRC from unofficial LGBTQ employee	Nestlé USA Inc.	Glendale	CA	•	•	•	•	•	•	•	•	•		100	95	
groups or individual employees.	PepsiCo Inc.	Purchase	NY	•	•	•	•	•	•	•	•	•		100	100	44
	Shake Shack Inc	New York	NY	•	•	٠	•	•	•	•	•	•		100		
	Sodexo Inc.	Gaithersburg	MD	•	•	•	•	•	•	•	•	•		100	100	
	Ben & Jerry's Homemade Inc.	South Burlington	VT	•	•	٠	•	•	•	•	•	•		95	100	
	Hormel Foods Corp.	Austin	MN	•	•	•	0	•	•	•	•	•		95	100	295
	Nestle Waters North America Inc.	Stamford	СТ	•	•	•	•	•	•	•	٢	•		95		
	Darden Restaurants Inc.	Orlando	FL	•	•	•		•	٠	•	•	•		90		385
	Denny's Corp.	Spartanburg	SC	•	•	•	•		•	•	•	•		90	75	
	Mars Inc.	Mt. Olive	NJ	•	•	•	•	•		•	•	•		90	90	
	McCormick & Company Inc.	Sparks	MD	•	•	٠		•	٠	•	•	•		90	75	553
									-							

Appendix C	Patings by Industry Descending Score					,		Crite	erion						Rating	
Appendix C	Ratings by Industry, Descending Score			15 points	15 points	10 points	15 points	points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	- 1a	₩ 1b	- 2a	- 2b	- 2c	- 3a	- 3b	≓ 3c	ம 3d	9 4	2019 CEI R	2018 CEI R	Fortu
1a Prohibits discrimination based	Ocean Spray Cranberries Inc.	Lakeville-Middleboro	MA	•		•		•		•	•	•		90		
on sexual orientation for all operations (15 points)	Panera Bread Co.	St. Louis	MO	•		•			•			•		90		760
1b Prohibits discrimination based on gender identity for	Tyson Foods Inc.	Springdale	AR	•		•		•	•	•	•	•		90		82
all operations (15 points)	C&S Wholesale Grocers Inc.	Keene	NH	•		•	•		•		•	•		80		
2a Equivalency in same- and different-sex spousal medical and soft benefits (10 points)	Compass Group USA Inc.	Charlotte	NC	•	•	•			•	•	•	•		80		
2b Equivalency in same- and different-	Cracker Barrel Old Country Store Inc.	Lebanon	TN	•		•			•	•	•	•		80		747
sex domestic partner medical and soft benefits (10 points / half credit for parity across	Hain Celestial Group Inc., The	Lake Success	NY	•	•	•		•	•	•	٥	•		80		
some, but not all benefits)	Keurig Green Mountain	Waterbury	VT	•	•	•	•	0	•		٢	•		80		
2c Equal health coverage for transgender individuals without exclusion for medically account of the second seco	Land O'Lakes Inc.	Arden Hills	MN	•	•	•		•	•	•	٩	•		80		209
medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-	Mondelez International Inc.	East Hanover	NJ	•	•	•		0	•	•	٩	•		80		109
related care remain in place)	SpartanNash	Grand Rapids	MI	•	•	•		•	•		•	•		80	75	350
3a Three LGBTQ internal training and education best practices (10 points)	Wendy's Co., The	Dublin	ОН	•	•	•		•		•	•	•		80		
3b Employee group or diversity council (10 points)	Bob Evans Farms Inc.	New Albany	ОН	•	•	٠			٠	•	٩	•		75		
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Young's Market Co.	Tustin	CA	•	•	•			•	•	•			75	85	
community, and if supplier diversity program is in place, must include	Chipotle Mexican Grill Inc.	Denver	СО	•	•	•	•				•	•		70	60	599
LGBTQ suppliers (15 points) 3d Contractor/supplier non-discrimination	Yum! Brands Inc.	Louisville	КY	•	•	•				•	•	•		70		422
standards and philanthropic giving guidelines (5 points)	Brinker International Inc.	Dallas	ТΧ	•	•	•	•	0		•				65		684
	SYSCO Corp.	Houston	ΤХ	•	•	•		0	•	•				65	90	57
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Giant Eagle Inc.	Pittsburgh	PA	•	•	•			•	•				60	85	
not responded to repeated invitations to the CEI survey. These ratings are	Supervalu Inc.	Eden Prairie	MN	•	•	•		0		•	٩			60	75	158
based on publicly available information as well as information submitted to	Caribou Coffee Company Inc.	Minneapolis	MN	•	•	•					٩	•		55		
HRC from unofficial LGBTQ employee groups or individual employees.	J. M. Smucker Co.	Orrville	ОН	•	•	•		0	•					55	90	346
	Bloomin' Brands Inc.	Tampa	FL	•	•	٠			٠					50		568
	Domino's Pizza Inc.	Ann Arbor	МІ	•	•	٠			٠					50	80	815
	Dr Pepper Snapple Group Inc.	Plano	ТΧ	•	•	٠						•		45	65	416
	US Foods Inc.	Rosemont	IL	•	•	•		Ð						45		124
	Winn-Dixie Stores Inc.	Jacksonville	FL	•		•				•				35		
	H.E. Butt Grocery Co.	San Antonio	ΤХ	٩			•			•				30		
	Palm Management Corp.	Washington	DC	•					٠		٩			30		
	Sanderson Farms Inc.	Laurel	MS	•	•									30		758
	Gastronomy Inc.	Salt Lake City	UT	٩	٩						٩			25		
						1			:							

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Annordiy C	Potings by Industry Descending Seere							Crite	erion						Rating	
Appendix C	Ratings by Industry, Descending Score			15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	20 CE	CE 20	Fo
1a Prohibits discrimination based on sexual orientation for all	CHS Inc.	Inver Grove Heights	MN	٢	•									20		93
operations (15 points)	Dean Foods Co.	Dallas	ТХ	٩	٢									20		351
1b Prohibits discrimination based on gender identity for all operations (15 points)	Ingredion Inc.	Westchester	IL													456
2a Equivalency in same- and	Performance Food Group Co.	Richmond	VA	۵	۵									20		171
different-sex spousal medical and soft benefits (10 points)	Seaboard Corp.	Shawnee Mission	KS	٩	э									20		486
2b Equivalency in same- and different- sex domestic partner medical	TreeHouse Foods Inc.	Oak Brook	IL	٩	•									20		427
and soft benefits (10 points / half credit for parity across	United Natural Foods Inc.	Providence	RI	٩	э									20		325
2c Equal health coverage for transgender	Yum China Holdings	Plano	ТХ	٠										15		399
individuals without exclusion for medically necessary care (10 points	Core-Mark Holding Company Inc.	South San Francisco	CA	۵										10	10	247
/ half credit for inclusive coverage, but blanket exclusions for transition-	Albertsons Companies Inc.	Boise	ID													49
related care remain in place) 3a Three LGBTQ internal training and	Dole Food Co. Inc.	Westlake Village	CA													
education best practices (10 points) 3b Employee group or diversity	Publix Super Markets Inc.	Lakeland	FL													85
council (10 points)	FOREST AND PAPER PRODUCTS					·										
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Weyerhaeuser Co.	Seattle	WA	•	•	•	•	•	•	•	•			95	95	341
community, and if supplier diversity program is in place, must include	International Paper Co.	Memphis	TN				•			•				20		133
LGBTQ suppliers (15 points) 3d Contractor/supplier non-discrimination	Veritiv	Atlanta	GA	۵	۵									20	20	331
standards and philanthropic giving guidelines (5 points)	HEALTHCARE			:												
	Aetna Inc.	Hartford	СТ	•	•	•	•	•	•	•	•	•		100	100	43
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	AmerisourceBergen Corp.	Chesterbrook	PA	•	•	•	•	•	•	•	•	•		100	100	11
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Baxter International Inc.	Deerfield	IL	•	•	•	•	•	٠	•	•	•		100	100	281
as well as information submitted to HRC from unofficial LGBTQ employee	Blue Shield of California	San Francisco	CA	•	•	•	•	•	٠	•	•	•		100	100	
groups or individual employees.	Boston Scientific Corp.	Marlborough	MA	٠	•	•	•	•	•	•	•	•		100	100	327
	Cardinal Health Inc.	Dublin	ОН	•	•	•	•	•	•	•	•	•		100	100	15
	Cerner Corp.	North Kansas City	МО	•	•	•	•	•	٠	•	•	•		100	90	530
	CIGNA Corp.	Bloomfield	СТ	•	•	•	•	•	•	•	•	•		100	100	70
	Express Scripts Holding Company	St. Louis	МО	٠	•	٠	•	•	•	•	•	•		100	100	22
	Harvard Pilgrim Health Care Inc.	Wellesley	МА	•	•	•	•	•	•	•	•	•		100	100	
	Henry Schein Inc.	Melville	NY	٠	•	٠	•	•	٠	•	•	•		100	100	243
	Humana Inc.	Louisville	KY	•	•	•	•	•	•	•	•	•		100	100	53
	Kaiser Permanente	Oakland	CA	•	•	•	•	•	•	•	•	•		100	100	
	Laboratory Corporation of America Holdings	Burlington	NC	•	•	•	•	•	•	•	•	•		100		290
		-				-										

Appendix C	Ratings by Industry, Descending Score					,		Crite	erion						Rating	
дрених с	Ratings by industry, Descending Score			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
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	3b	3c	3d	4	CE 30	C 50	Fo
1a Prohibits discrimination based on sexual orientation for all	McKesson Corp.	San Francisco	CA	•	٠	٠	٠	•	٠	•	•	•		100	100	5
operations (15 points)	Quest Diagnostics Inc.	Lyndhurst	NJ	•	•	•	•	•	٠	•	•	•		100	100	366
1b Prohibits discrimination based on gender identity for all operations (15 points)	UnitedHealth Group Inc.	Minnetonka	MN	٠	٠	•	•	•	٠	•	•	•		100	95	6
2a Equivalency in same- and	UPMC Health Plan	Pittsburgh	PA	٠	٠	•	•	•	٠	•	•	•		100		
different-sex spousal medical and soft benefits (10 points)	WellCare Health Plans Inc.	Tampa	FL	•	•	•	•	•	•	•	•	•		100		195
2b Equivalency in same- and different- sex domestic partner medical	Centene Corp.	St. Louis	MO	٠	٠	•	●	•	٠	•	•	•		95	100	66
and soft benefits (10 points / half credit for parity across	Siemens Healthineers	Malvern	PA	•	•	•	•	•	•	•	•	•		95		
2c Equal health coverage for transgender	Washington Permanente Medical Group	Renton	WA	•	•	•	•	•	٠	•	٢	•		95	100	
individuals without exclusion for medically necessary care (10 points	Abbott Laboratories	Abbott Park	IL	•	٠	•	•	•	٠	•	•			90	95	135
/ half credit for inclusive coverage, but blanket exclusions for transition-	AMN Healthcare Services, Inc.	San Diego	CA	٠	٠	•	•		٠	•	•	•		90	95	
3a Three LGBTQ internal training and	Blue Cross Blue Shield of Minnesota	Eagan	MN	•	٠	•		•	٠	•	•	•		90	100	
education best practices (10 points) 3b Employee group or diversity	CVS Health Corp.	Woonsocket	RI	٠	٠	•		•	٠	•	•	•		90	100	7
council (10 points)	Highmark Inc.	Pittsburgh	PA	•	٠	•	•	0	٠	•	•	•		90		
3c Three distinct efforts of outreach or engagement to broader LGBTQ	North Memorial Health	Robbinsdale	MN	٠	•	•		•	•	•	•	•		90		
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Agilent Technologies Inc.	Santa Clara	CA	•	•	•	•	•	٠	•		•		85	85	576
3d Contractor/supplier non-discrimination	Blue Cross Blue Shield of Florida Inc.	Jacksonville	FL	٠	•	•		0	•	•	•	•		85	100	
standards and philanthropic giving guidelines (5 points)	Group Health Cooperative	Seattle	WA	٠	٠	•		0	٠	•	٩	•		80		
	Nestle Health Science	Bridgewater	NJ	•	•	•	•	•	٠	•				80		
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	TENET Healthcare Corporation	Dallas	ТХ	•	•	•	•	•			•	•		80	80	134
to the CEI survey. These ratings are based on publicly available information	Royal Phillips	Andover	MA	٠	•	•	0	•	•	•				75		
as well as information submitted to HRC from unofficial LGBTQ employee	HCA - Hospital Corporation of America	Nashville	TN	•	•	•		0	٠		•			70	90	63
groups or individual employees.	Kindred Healthcare	Louisville	KY	٠	•			0	•	•	٢	•		70	100	376
	Change Healthcare	Alpharetta	GA	•	•	•		•		•		•		65		
	DaVita Inc.	Denver	СО	٠	•	•	•	0		•				65	85	181
	Owens & Minor Inc.	Mechanicsville	VA	•	٠	•			٠	•				60		288
	Blue Cross Blue Shield of North Carolina	Durham	NC	٠	•	•		0	•	•	٢	•	•	55	75	
	Vision Service Plan	Rancho Cordova	CA	٩	٩		•			•	٩			45		
	Health Net Inc.	Woodland Hills	CA	٩	٩	•			٠					40		
	Molina Healthcare Inc.	Long Beach	CA	٠	•	٠								40		156
	Patterson Companies (Patterson Dental Supply)	St. Paul	MN	٠	•	٠								40	60	466
	Austin Radiological Assn.	Austin	ТХ	٩	٢		٠							30	40	

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Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
	namigo 54 maaony, 20000namig 60010			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
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	បទ	ខ្លួ	щ
1a Prohibits discrimination based on sexual orientation for all	Community Health Systems, Inc.	Franklin	TN	۵	•				* * *					20		130
operations (15 points) 1b Prohibits discrimination	LifePoint Health	Brentwood	TN	٩										10		374
based on gender identity for all operations (15 points)	Universal Health Services, Inc.	King of Prussia	PA	٩										10		276
2a Equivalency in same- and different-sex spousal medical	HEALTHCARE MEDICAL FACILITIES															
and soft benefits (10 points)	Pacific Medical Centers	Seattle	WA	•		•			•					35		
2b Equivalency in same- and different- sex domestic partner medical	Genesis HealthCare Corp.	Kennett Square	PA	٩										20	10	454
and soft benefits (10 points / half credit for parity across	HIGH-TECH/PHOTO/SCIENCE EQUIP.															
some, but not all benefits) 2c Equal health coverage for transgender	Advanced Micro Devices Inc.	Sunnyvale	CA	•	٠	•	•	•	٠	•	•	•		100	100	565
individuals without exclusion for medically necessary care (10 points	Applied Materials Inc.	Santa Clara	CA	•	•	•	•	•	٠	•	•	•		100	90	265
/ half credit for inclusive coverage, but blanket exclusions for transition-	Becton, Dickinson and Co.	Franklin Lakes	NJ	•	•	•	•	•	٠	•	•	•		100	100	225
related care remain in place) 3a Three LGBTQ internal training and	Eastman Kodak Co.	Rochester	NY	•	٠	•	•	•	٠	•	•	•		100	100	
education best practices (10 points) 3b Employee group or diversity	Emerson Electric Co.	St. Louis	МО	•	•	•	•	•	•	•	•	•		100	100	139
council (10 points) 3c Three distinct efforts of outreach	Intel Corp.	Santa Clara	CA	٠	٠	٠	•	•	٠	•	•	•		100	100	47
or engagement to broader LGBTQ community, and if supplier diversity	NVIDIA Corp.	Santa Clara	CA	•	•	•	•	•	٠	•	•	•		100	100	387
program is in place, must include LGBTQ suppliers (15 points)	RingCentral Inc.	Belmont	CA	٠	•	٠	•	•	٠	•	•	•		100		
3d Contractor/supplier non-discrimination standards and philanthropic	Texas Instruments Inc.	Dallas	ТΧ	•	•	٠	•	•	٠	•	•	•		100	100	206
giving guidelines (5 points)	SYNNEX Corp.	Fremont	CA	•	٠	•	•	●	٠	•	•	•		95	80	198
Ratings in Gray / Unofficial ratings of	Medtronic PLC	Minneapolis	MN	•	•	•		•	٠	•	•	•		90	100	
the Fortune 500 companies that have not responded to repeated invitations	St. Jude Medical Inc.	St. Paul	MN	٠	٠	٠		●	٠	•				65		434
to the CEI survey. These ratings are based on publicly available information	ITT Corp.	White Plains	NY	٩						•	۹			25	45	830
as well as information submitted to HRC from unofficial LGBTQ employee	Amphenol Corp.	Wallingford	СТ	۲	۵				*					20	10	424
groups or individual employees.	Graybar Electric Company Inc.	St. Louis	MO	۲	۵				*					20		420
	KLA-Tencor Corp.	Milpitas	CA	٩			•		*					20		733
	Micron Technology Inc.	Boise	ID	۲	۵				*					20		226
	Parker Hannifin Corp.	Cleveland	ОН	٩	۵									20		251
	Terex Corp.	Westport	СТ	٩	•									20		445
	Zimmer Holdings Inc.	Warsaw	IN	۲	۵				*					20	20	352
	ADT	Boca Raton	FL	٩					* * * * *					10		
	Agco	Duluth	GA	۵					*					10		370
	Dover Corp.	Downers Grove	IL	٩					•					10		392
	Harman International Industries Inc.	Stamford	CT						a a a a a a a							386

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Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	20 CE	C 20	Fo
1a Prohibits discrimination based on sexual orientation for all	Sanmina-SCI	San Jose	CA													414
operations (15 points) 1b Prohibits discrimination	HOME FURNISHING															
based on gender identity for all operations (15 points)	Mitchell Gold + Bob Williams	Taylorsville	NC	•	•	٠	•	•	•	•	•	•		100	100	
2a Equivalency in same- and	Ethan Allen Interiors	Danbury	СТ	٠	•	٠	•		•			•		65		
different-sex spousal medical and soft benefits (10 points)	HOTELS, RESORTS AND CASINOS															
2b Equivalency in same- and different- sex domestic partner medical	Caesars Entertainment Corp.	Las Vegas	NV	٠	٠	•	•	•	•	•	•	•		100	100	541
and soft benefits (10 points / half credit for parity across	Choice Hotels International Inc.	Rockville	MD	٠	•	•	•	•	•	•	•	•		100	100	
2c Equal health coverage for transgender	Cosmopolitan of Las Vegas, The	Las Vegas	NV	٠	٠	•	•	•	•	•	•	•		100	100	
individuals without exclusion for medically necessary care (10 points	Hilton Inc.	McLean	VA	•	•	•	•	•	•	•	•	•		100	100	241
/ half credit for inclusive coverage, but blanket exclusions for transition-	Hyatt Hotels Corp.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	552
3a Three LGBTQ internal training and	InterContinental Hotels Group Americas	Atlanta	GA	٠	•	٠	•	•	•	•	•	•		100	100	
education best practices (10 points) 3b Employee group or diversity	Kimpton Hotel & Restaurant Group LLC	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
council (10 points)	Marriott International Inc.	Bethesda	MD	٠	•	٠	•	•	•	•	•	•		100	100	163
3c Three distinct efforts of outreach or engagement to broader LGBTQ	MGM Resorts International	Las Vegas	NV	٠	٠	•	•	•	•	•	•	•		100	95	297
community, and if supplier diversity program is in place, must include	Quaintance-Weaver Management, LLC	Greensboro	NC	٠	•	٠	•	•	٠	•	•	•		100		
LGBTQ suppliers (15 points) 3d Contractor/supplier non-discrimination	Wyndham Destinations	Parsippany	NJ	٠	•	•	•	٠	٠	•	•	•		100	100	461
standards and philanthropic giving guidelines (5 points)	Wyndham Hotels & Resorts Inc.	Parsippany	NJ	•	•	•	•	•	•	•	•	•		100	100	
	Wynn Resorts Ltd.	Las Vegas	NV	•	•	•		•	•	•	•	•		90	100	548
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Host Hotels & Resorts Inc.	Bethesda	MD	٠	•	٠	•	•			•	•		80	75	472
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Tropicana Las Vegas, The	Las Vegas	NV	•	•	•			•	•				60		
as well as information submitted to HRC from unofficial LGBTQ employee	Northfield Park Associates, LLC	Northfield	ОН	•	•	٠		•			٢			55		
groups or individual employees.	Sbe	Los Angeles	CA	•	•	•			•					50		
	Las Vegas Sands Corp.	Las Vegas	NV	٩	۵									20		249
	INSURANCE			:		:			:			;				
	AIG	New York	NY	•	•	•	•	•	•	•	•	•		100	100	55
	Allianz Life Insurance Co. of North America	Minneapolis	MN	٠	•	٠	•	•	•	•	•	•		100	100	
	American Family Mutual Insurance Company, S.I	Madison	WI	٠	•	٠	•	•	•	•	•	•		100	100	315
	Anthem Inc.	Indianapolis	IN	•	•	٠	•	•	•	•	•	•		100	100	29
	Assurant	New York	NY	٠	•	٠	•	•	٠	•	•	•		100	95	361
	Asurion LLC	Nashville	TN	•	•	٠	•	•	•	•	•	•		100		
	АХА	New York	NY	٠	•	٠	•	•	٠	•	•	•		100	100	
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Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
CEI Rating Criteria	Employer	Headquarters Location	State	15 points	15 points	10 points	10 points	10 points	80 10 points	10 points	15 points	5 points	 -25 points 	2019 CEI Rating	2018 CEI Rating	Fortune 1000
1a Prohibits discrimination based		-		1a	1b	2a	20	20	Ja	30	30	Ju	1			
on sexual orientation for all operations (15 points)	Blue Cross & Blue Shield of Rhode Island	Providence	RI	•		•						•		100	100	
1b Prohibits discrimination based on gender identity for	Blue Cross Blue Shield of Massachusetts	Boston	MA	•	•	•		•			•	•		100	100	
all operations (15 points)	BlueCross BlueShield of Tennessee	Chattanooga	TN			•			•					100	80	
2a Equivalency in same- and different-sex spousal medical	Cambia Health Solutions Inc.	Portland	OR	•	•	•	•	•	•	•	•	•		100	100	
and soft benefits (10 points) 2b Equivalency in same- and different-	Chubb Ltd.	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100	
sex domestic partner medical and soft benefits (10 points /	CNA Financial Corporation	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
half credit for parity across some, but not all benefits)	CSAA Insurance Group	Walnut Creek	CA	•	•	•	•	•	•	•	•	•		100	100	
2c Equal health coverage for transgender individuals without exclusion for	CUNA Mutual Group	Madison	WI	•	•	•	•	•	•	•	•	•		100	100	683
medically necessary care (10 points / half credit for inclusive coverage,	Farmers Insurance Group	Woodland Hills	CA	•	•	•	•	•	•	•	•	•		100	90	222
but blanket exclusions for transition- related care remain in place)	Genworth Financial Inc.	Richmond	VA	•	•	•	•	•	•	•	•	•		100	100	329
3a Three LGBTQ internal training and education best practices (10 points)	Guardian Life Insurance Co. of America, The	New York	NY	•	•	•	•	•	•	•	•	•		100	100	218
3b Employee group or diversity	Hanover Insurance Group Inc.	Worcester	MA	•	•	•	•	•	•	•	•	•		100	100	517
council (10 points) 3c Three distinct efforts of outreach	Hartford Financial Services Group Inc., The	Hartford	CT	•	•	•	•	•	•	•	•	•		100	100	153
or engagement to broader LGBTQ community, and if supplier diversity	Health Care Service Corp.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
program is in place, must include LGBTQ suppliers (15 points)	Horizon Healthcare Services Inc.	Newark	NJ	•	•	•	•	•	•	•	•	•		100	85	
3d Contractor/supplier non-discrimination standards and philanthropic	Liberty Mutual Group	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	75
giving guidelines (5 points)	Lincoln National Corp.	Radnor	PA	•	•	•	•	•	•	•	•	•		100	100	207
Ratings in Gray / Unofficial ratings of	Massachusetts Mutual Life Insurance Co.	Springfield	MA	•	•	•	•	•	•	•	•	•		100	100	77
the Fortune 500 companies that have not responded to repeated invitations	MetLife Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	42
to the CEI survey. These ratings are based on publicly available information	Nationwide	Columbus	ОН	•	•	•	•	•	•	•	•	•		100	100	68
as well as information submitted to HRC from unofficial LGBTQ employee	New York Life Insurance Co.	New York	NY	•	•	•	•	•	•	•	•	•		100	95	65
groups or individual employees.	Principal Financial Group	Des Moines	IA	•	•	•	•	•	•	•	•	•		100	100	227
	Standard Insurance Co.	Portland	OR	•	•	•	•	•	•	•	•	•		100	100	
	State Farm Group	Bloomington	IL	•	•	•	•	•	•	•	•	•		100	100	33
	Sun Life Financial Inc. (US)	Wellesley Hills	MA	•	•	•	•	•	•	•	•	•		100	100	
	Transamerica Corp., The	Cedar Rapids	IA	•	•	•	•	•	•	•	•	•		100	100	
	Travelers Companies Inc., The	New York	NY	٠	•	٠	•	•	٠	•	•	•		100	100	99
	Tufts Health Plan	Watertown	MA	٠	•	٠	٠	•	٠	•	•	•		100	100	
	Unum Group	Chattanooga	TN	•	•	•	•	•	•	•	•	•		100	100	258
	Wellmark Inc.	Des Moines	IA	•	•	٠	•	•	٠	•	•	•		100	100	
	Allstate Insurance Co.	Northbrook	IL	•	•	•	0	•	•	•	•	•		95	100	84
												-				

Appendix C	Ratings by Industry, Descending Score					•		Crite	erion						Rating	
Арреник с	Ratings by mutstry, Descending Score			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
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	3b	3c	3d	4	CE SO	20 CE 50	Fo
1a Prohibits discrimination based on sexual orientation for all	Oscar Insurance Corporation	New York	NY	٠	•	٠	•	٠	•	•	•			95		
operations (15 points) 1b Prohibits discrimination	CareFirst Inc.	Baltimore	MD	٠	•	٠		٠	•	•	•	•		90	100	
based on gender identity for all operations (15 points)	Excellus Health Plan Inc.	Rochester	NY	٠	•	٠		٠	•	•	•	•		90	100	
2a Equivalency in same- and	Mutual of Omaha Insurance	Omaha	NE	٠	٠	٠		٠	•	•	•	•		90	95	342
different-sex spousal medical and soft benefits (10 points)	Blue Cross Blue Shield of Michigan	Detroit	MI	•	٠	•		•	•	•	•			85	95	
2b Equivalency in same- and different- sex domestic partner medical	Aflac Inc.	Columbus	GA	٠	•	٠	•	٠	•	•				80	85	126
and soft benefits (10 points / half credit for parity across	Erie Insurance Group	Erie	PA	٠	•	٠		•	•	•	٢	•		80	100	382
2c Equal health coverage for transgender	Progressive Corp., The	Mayfield Village	ОН	٠	•	٠		0	٠	•	•			80	90	120
individuals without exclusion for medically necessary care (10 points	Reinsurance Group of America Inc.	Chesterfield	МО	٠	•	٠			•	•	•	•		80	85	246
/ half credit for inclusive coverage, but blanket exclusions for transition-	Thrivent Financial	Minneapolis	MN	٠	•	٠	•	•		•	•			80	80	316
3a Three LGBTQ internal training and	Zurich North America	Schaumburg	IL	•	•	٠	•	•		•	•			80		
education best practices (10 points) 3b Employee group or diversity	Esurance Inc.	San Francisco	CA	•	•	٠			٠	•	٩	•		75	90	
council (10 points) 3c Three distinct efforts of outreach	The Auto Club Group	Dearborn	MI	٠	•	٠				•	٩			60		
or engagement to broader LGBTQ community, and if supplier diversity	BMC HealthNet Plan	Boston	MA	٠	•	٠				•				50	70	
program is in place, must include LGBTQ suppliers (15 points)	Selective Insurance Group	Branchville	NJ	٢	٢					•	۹			35		865
3d Contractor/supplier non-discrimination	Alleghany Corp.	New York	NY	•	۵									20		428
standards and philanthropic giving guidelines (5 points)	American Financial Group	Cincinnati	ОН	•	•									20		411
Potings in Grow / Unofficial ratings of	AmTrust Financial Services	New York	NY	٩	۵									20		475
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	Old Republic International	Chicago	IL	۵	۵	• • • • • •								20		439
to the CEI survey. These ratings are based on publicly available information	W.R. Berkley	Greenwich	СТ	۵		•								10	10	354
as well as information submitted to HRC from unofficial LGBTQ employee	Auto-Owners Insurance Group	Lansing	MI			•										398
groups or individual employees.	Berkshire Hathaway	Omaha	NE	۵	۵	•								20	20	2
	Cincinnati Financial Corp.	Fairfield	ОН			• • • • • •										476
	Markel Corporation	Glen Allen	VA			•										460
	Western & Southern Financial Group	Cincinnati	ОН			•										483
	INTERNET															
	Akamai Technologies Inc.	Cambridge	MA	٠	٠	•	٠	٠	٠	•	٠	•		100	100	851
	GODADDY Inc.	Scottsdale	AZ	٠	•	٠	•	•	٠	•	•	•		100	90	980
	Indeed Inc.	Austin	ТΧ	٠	•	٠	٠	٠	٠	٠	٠	•		100	100	
	LinkedIn	Sunnyvale	CA	•	•	٠	•	•	٠	•	•	•		100	100	
	Twitter Inc.	San Francisco	CA	•	•	٠	•	٠	٠	•	•	•		100	100	802

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Appendix C	Ratings by Industry, Descending Score					•		Crite	erion			·····		Rating	
	Ratings by moustry, pescending score			15 points	15 points	10 points	15 points	5 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d 4	CE 20	CE 30	P.
1a Prohibits discrimination based on sexual orientation for all	Yelp Inc.	San Francisco	CA	٠	•	•	•	•	•	•	•	•	100	100	
operations (15 points) 1b Prohibits discrimination	Zillow Group	Seattle	WA	•	•	•	•	•	•	•	•		95		
based on gender identity for all operations (15 points)	Squarespace	New York	NY	•	•	٠	•	•	•	•	•		90		
2a Equivalency in same- and	INTERNET SERVICES AND RETAILING														
different-sex spousal medical and soft benefits (10 points)	Airbnb Inc.	San Francisco	CA	•	٠	٠	•	•	٠	•	•	•	100	100	
2b Equivalency in same- and different- sex domestic partner medical	eBay Inc.	San Jose	CA	•	•	٠	•	•	•	•	•	•	100	100	310
and soft benefits (10 points / half credit for parity across	Facebook Inc.	Menlo Park	CA	•	•	٠	•	•	•	•	•	•	100	100	98
2c Equal health coverage for transgender	IAC/InterActiveCorp.	New York	NY	•	٠	٠	•	•	•	•	•	•	100	100	705
individuals without exclusion for medically necessary care (10 points	PayPal Holdings Inc.	San Jose	CA	•	٠	•	•	•	•	•	•	•	100	100	264
/ half credit for inclusive coverage, but blanket exclusions for transition-	TripAdvisor Inc.	Needham	MA	•	٠	•	•	•	•	•	•	•	100	90	
related care remain in place) 3a Three LGBTQ internal training and	WeddingWire Inc.	Chevy Chase	MD	•	٠	•	•	•	•	•	•	•	100	100	
education best practices (10 points) 3b Employee group or diversity	Snagajob.com Inc.	Glen Allen	VA	•	•	•	•	•		•	•		80	85	
council (10 points)	Eventbrite Inc.	San Francisco	CA	•	٠	٠		•		•			55		
3c Three distinct efforts of outreach or engagement to broader LGBTQ	priceline.com LLC	Norwalk	СТ	•	•	•		•	•				55	90	268
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Liberty Interactive Corp.	Englewood	СО												269
3d Contractor/supplier non-discrimination	Google Inc.*	Mountain View	CA	*	*	*	*	*	*	*	*	*		100	27
standards and philanthropic giving guidelines (5 points)	LAW FIRMS											i.			
	Akerman LLP	Miami	FL	•	•	•	•	•	•	•	•	•	100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	Akin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	•	•	•	•	•	•	•	•	•	100	100	
to the CEI survey. These ratings are based on publicly available information	Alston & Bird LLP	Atlanta	GA	•	•	•	•	•	٠	•	•	•	100	100	
as well as information submitted to HRC from unofficial LGBTQ employee	Arent Fox LLP	Washington	DC	•	٠	•	•	•	•	•	•	•	100	100	
groups or individual employees.	Armstrong Teasdale LLP	St. Louis	МО	•	•	٠	•	•	٠	•	•	•	100	100	
* During the CEI survey cycle, the HRC Foundation became aware of an app distributed in	Arnold & Porter Kaye Scholer LLP	Washington	DC	•	٠	٠	•	•	٠	•	•	•	100	100	
Google's Play Store that supports the practice of so-called "conversion therapy." Sometimes known	Baker & McKenzie LLP	Chicago	IL	•	•	٠	•	•	٠	•	•	•	100	100	
as "reparative therapy," so-called "conversion therapy" includes a range of dangerous and discredited practices that falsely claim to change	Ballard Spahr LLP	Philadelphia	PA	•	٠	٠	•	•	٠	•	•	•	100	100	
a person's sexual orientation or gender identity or expression. Such practices have been rejected	Bass, Berry & Sims PLC	Nashville	TN	•	•	٠	•	•	٠	•	•	•	100	100	
by every mainstream medical and mental health organization for decades. Minors are especially vulnerable, and conversion therapy can lead to	Blank Rome LLP	Philadelphia	PA	٠	•	•	•	•	٠	•	•	•	100	100	
depression, anxiety, drug use, homelessness, and suicide. Pending remedial steps by the company	Boies Schiller Flexner LLP	New York	NY	٠	•	٠	•	٠	٠	•	•	•	100	100	
to address this app that can cause harm to the LGBTQ community, the CEI rating is suspended.	Brown Rudnick LLP	Boston	MA	٠	•	•	•	•	٠	•	•	•	100	100	
	Bryan Cave Leighton Paisner LLP	St. Louis	МО	٠	•	٠	•	٠	٠	•	•	•	100	100	
	Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	•	•	•	•	•	٠	•	•	•	100	95	

Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
мрреник с	Katings by Industry, Descending Score			15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 20	CE 20	Ъ
1a Prohibits discrimination based on sexual orientation for all	Buckley LLP	Washington	DC	•	٠	٠	•	•	•	•	•	•		100	100	
operations (15 points) 1b Prohibits discrimination	Cadwalader, Wickersham & Taft LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
based on gender identity for all operations (15 points)	Carlton Fields P.A.	Tampa	FL	٠	٠	•	•	•	•	•	•	•		100	100	
2a Equivalency in same- and	Chapman and Cutler LLP	Chicago	IL	٠	٠	•	•	•	•	•	•	•		100	100	
different-sex spousal medical and soft benefits (10 points)	Choate, Hall & Stewart LLP	Boston	MA	٠	•	•	•	•	٠	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	Cleary Gottlieb Steen & Hamilton LLP	New York	NY	٠	٠	•	•	•	٠	•	•	•		100	100	
and soft benefits (10 points / half credit for parity across	Covington & Burling LLP	Washington	DC	•	٠	٠	•	•	•	•	•	•		100	100	
2c Equal health coverage for transgender	Crowell & Moring LLP	Washington	DC	٠	٠	٠	•	•	•	•	•	•		100	100	
individuals without exclusion for medically necessary care (10 points	Day Pitney LLP	Parsippany	NJ	•	٠	٠	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Dechert LLP	Philadelphia	PA	٠	٠	٠	•	•	•	•	•	•		100	100	
related care remain in place) 3a Three LGBTQ internal training and	Dentons US LLP	Washington	DC	•	٠	•	•	•	•	•	•	•		100	100	
education best practices (10 points) 3b Employee group or diversity	Dickinson Wright PLLC	Detroit	MI	•	٠	•	•	•	•	•	•	•		100	100	
council (10 points)	DLA Piper	Baltimore	MD	•	•	•	•	•	•	•	•	•		100	100	
3c Three distinct efforts of outreach or engagement to broader LGBTQ community, and if gunplies diversity	Dorsey & Whitney LLP	Minneapolis	MN	•	٠	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Duane Morris LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100	
3d Contractor/supplier non-discrimination	Dykema Gossett PLLC	Detroit	MI	•	•	•	•	•	•	•	•	•		100	100	
standards and philanthropic giving guidelines (5 points)	Eversheds Sutherland (US) LLP	Atlanta	GA	٠	•	•	•	•	•	•	•	•		100	100	
	Faegre Baker Daniels	Chicago	IL	•	•	•	•	•	٠	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	Fenwick & West LLP	Mountain View	CA	•	•	٠	•	•	•	•	•	•		100	100	
to the CEI survey. These ratings are based on publicly available information	Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	•	•	•	•	•	٠	•	•	•		100	100	
as well as information submitted to HRC from unofficial LGBTQ employee	Fish & Richardson PC	Boston	MA	٠	٠	٠	•	•	٠	•	•	•		100	95	
groups or individual employees.	Foley & Lardner LLP	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	
	Foley Hoag LLP	Boston	MA	٠	•	•	•	•	•	•	•	•		100	100	
	Fox Rothschild LLP	Philadelphia	PA	•	•	•	•	•	٠	•	•	•		100	85	
	Fredrikson & Byron	Minneapolis	MN	•	•	٠	•	•	•	•	•	•		100	100	
	Fried, Frank, Harris, Shriver & Jacobson LLP	New York	NY	•	٠	٠	•	•	•	•	•	•		100	100	
	Frost Brown Todd LLC	Cincinnati	ОН	٠	٠	٠	•	•	٠	•	•	•		100	100	
	Galloway, Johnson, Tompkins, Burr & Smith PLC	New Orleans	LA	٠	•	•	•	٠	٠	•	•	•		100	90	
	Goodwin Procter LLP	Boston	MA	٠	•	•	•	٠	٠	•	•	•		100	100	
	Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	٠	•	•	•	٠	٠	•	•	•		100	100	
	Haynes and Boone LLP	Dallas	ТХ	٠	•	•	•	•	٠	•	•	•		100	95	

Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
	namigo 24 maasily, 2000manig 60010			15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	20 CE	CE 20	Б Ц
1a Prohibits discrimination based on sexual orientation for all	Hinshaw & Culbertson LLP	Chicago	IL	٠	٠	٠	•	•	٠	•	•	•		100	100	
operations (15 points) 1b Prohibits discrimination	Hogan Lovells US LLP	Washington	DC	٠	٠	٠	•	•	•	•	•	•		100	100	
based on gender identity for all operations (15 points)	Holland & Knight LLP	Brandon	FL	٠	٠	٠	•	•	•	•	•	•		100		
2a Equivalency in same- and	Husch Blackwell LLP	St. Louis	МО	٠	•	٠	•	•	•	•	•	•		100	100	
different-sex spousal medical and soft benefits (10 points)	Ice Miller LLP	Indianapolis	IN	٠	•	٠	•	•	•	•	•	•		100	85	
2b Equivalency in same- and different- sex domestic partner medical	Jenner & Block LLP	Chicago	IL	•	•	٠	•	•	•	•	•	•		100	100	
and soft benefits (10 points / half credit for parity across	K&L Gates LLP	Pittsburgh	PA	٠	•	٠	•	•	٠	•	•	•		100	100	
2c Equal health coverage for transgender	Katten Muchin Rosenman LLP	Chicago	IL	•	•	٠	•	•	•	•	•	•		100	100	
individuals without exclusion for medically necessary care (10 points	Kelley Drye & Warren LLP	New York	NY	٠	٠	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Kilpatrick Townsend & Stockton LLP	Atlanta	GA	•	•	٠	•	•	•	•	•	•		100	100	
3a Three LGBTQ internal training and	King & Spalding LLP	Atlanta	GA	٠	٠	•	•	•	•	•	•	•		100	100	
education best practices (10 points) 3b Employee group or diversity	Kirkland & Ellis LLP	Chicago	IL	•	•	٠	•	•	•	•	•	•		100	100	
council (10 points)	Kutak Rock LLP	Omaha	NE	•	•	٠	•	•	•	•	•	•		100	100	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Lane Powell PC	Seattle	WA	•	•	٠	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include	Latham & Watkins LLP	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	
LGBTQ suppliers (15 points) 3d Contractor/supplier non-discrimination	Littler Mendelson PC	San Francisco	CA	•	•	٠	•	•	•	•	•	•		100	100	
standards and philanthropic giving guidelines (5 points)	Locke Lord LLP	Dallas	тх	•	•	٠	•	•	•	•	•	•		100	100	
	Loeb & Loeb LLP	Los Angeles	CA	•	•	٠	•	•	•	•	•	•		100	90	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Lowenstein Sandler LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Manatt, Phelps & Phillips LLP	Los Angeles	CA	•	•	٠	•	•	•	•	•	•		100	100	
as well as information submitted to HRC from unofficial LGBTQ employee	Mayer Brown LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
groups or individual employees.	McDermott Will & Emery LLP	Chicago	IL	•	•	٠	•	•	•	•	•	•		100	100	
	Michael Best & Friedrich LLP	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	
	Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC	Boston	MA	•	•	٠	•	•	•	•	•	•		100	100	
	Montgomery McCracken Walker & Rhoads LLP	Philadelphia	PA	•	•	٠	•	•	•	•	•	•		100		
	Moore & Van Allen PLLC	Charlotte	NC	•	•	٠	•	•	•	•	•	•		100	100	
	Morris, Manning & Martin LLP	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	
	Morrison & Foerster LLP	San Francisco	CA	٠	•	٠	•	•	•	•	•	•		100	100	
	Munger, Tolles & Olson LLP	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100	100	
	Nixon Peabody LLP	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
	Norton Rose Fulbright	Houston	ΤХ	•	•	•	•	•	•	•	•	•		100	100	
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Appendix C	Ratings by Industry, Descending Score							Crite	erion				•		Rating	
Appendix e	Ratings by mausity, pescenaing score															
				15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	201 CEI	For
1a Prohibits discrimination based on sexual orientation for all	Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	٠	•	•	٠	•	٠	٠	•	•		100	100	
operations (15 points) 1b Prohibits discrimination	O'Melveny & Myers LLP	Los Angeles	CA	٠	•	•	•	•	•	•	•	•		100	100	
based on gender identity for all operations (15 points)	Orrick, Herrington & Sutcliffe LLP	San Francisco	CA	٠	•	•	•	•	•	•	•	•		100	100	
2a Equivalency in same- and	Patterson Belknap Webb & Tyler LLP	New York	NY	٠	•	٠	•	•	٠	•	•	•		100	100	
different-sex spousal medical and soft benefits (10 points)	Paul Hastings LLP	Los Angeles	CA	•	•	٠	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	Perkins Coie LLP	Seattle	WA	٠	•	•	•	•	•	•	•	•		100	100	
and soft benefits (10 points / half credit for parity across	Pillsbury Winthrop Shaw Pittman LLP	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	
2c Equal health coverage for transgender	Polsinelli	Kansas City	МО	٠	•	٠	•	•	•	•	•	•		100		
individuals without exclusion for medically necessary care (10 points	Quarles & Brady LLP	Milwaukee	WI	•	•	٠	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Reed Smith LLP	Pittsburgh	PA	٠	•	•	•	•	•	•	•	•		100	95	
related care remain in place) 3a Three LGBTQ internal training and	Robins Kaplan LLP	Minneapolis	MN	•	•	•	•	٠	•	•	•	•		100	100	
education best practices (10 points) 3b Employee group or diversity	Ropes & Gray LLP	Boston	MA	٠	•	•	•	•	•	•	•	•		100	100	
council (10 points)	Saul Ewing Arnstein & Lehr LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Schiff Hardin LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Seyfarth Shaw LLP	Chicago	IL	•	•	٠	•	•	٠	•	•	•		100	100	
3d Contractor/supplier non-discrimination	Shearman & Sterling LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
standards and philanthropic giving guidelines (5 points)	Sheppard, Mullin, Richter & Hampton LLP	Los Angeles	CA	•	•	٠	•	•	٠	•	•	•		100	100	
	Shook, Hardy & Bacon LLP	Kansas City	мо	•	•	٠	•	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	Sidley Austin LLP	Chicago	IL	•	•	٠	•	•	•	•	•	•	•	100	100	
to the CEI survey. These ratings are based on publicly available information	Simpson Thacher & Bartlett LLP	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	
as well as information submitted to HRC from unofficial LGBTQ employee	Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	
groups or individual employees.	Snell & Wilmer	Phoenix	AZ	•	•	٠	•	•	•	•	•	•		100	100	
	Squire Patton Boggs	Cleveland	ОН	•	•	٠	•	•	٠	•	•	•		100	100	
	Steptoe & Johnson LLP	Washington	DC	•	•	٠	•	•	•	•	•	•		100	100	
	Stinson Leonard Street LLP	Kansas City	МО	•	•	٠	•	•	٠	•	•	•		100	100	
	Stoel Rives LLP	Portland	OR	•	•	٠	•	•	•	•	•	•		100	100	
	Thompson Coburn LLP	St. Louis	МО	٠	•	٠	٠	•	٠	٠	•	•		100	100	
	Thompson Hine LLP	Cleveland	ОН	•	•	٠	•	•	٠	•	•	•		100	100	
	Troutman Sanders LLP	Atlanta	GA	٠	•	٠	٠	•	٠	٠	•	•		100	100	
	Vinson & Elkins LLP	Houston	ТΧ	•	•	٠	•	•	٠	•	•	•		100	100	
	Vorys, Sater, Seymour and Pease LLP	Columbus	ОН	٠	•	٠	٠	•	٠	٠	•	•		100	100	
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Appendix C	Potings by Industry Descending Secto							Crite	erion						Rating	
Appendix C	Ratings by Industry, Descending Score															
				15 points	15 points	10 points	15 points	5 points	-25 points	19 I Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	2019 CEI	CE 50	Foi
1a Prohibits discrimination based on sexual orientation for all	Weil, Gotshal & Manges LLP	New York	NY	٠	•	٠	•	٠	•	•	•	•		100	100	
operations (15 points) 1b Prohibits discrimination	White & Case LLP	New York	NY	•	•	٠	•	٠	•	•	•	•		100	100	
based on gender identity for all operations (15 points)	Wiley Rein LLP	Washington	DC	•	•	٠	•	٠	•	•	•	•		100	100	
2a Equivalency in same- and	Williams Mullen	Richmond	VA	•	•	٠	•	٠	•	•	•	•		100	100	
different-sex spousal medical and soft benefits (10 points)	Wilmer Cutler Pickering Hale & Dorr LLP	Washington	DC	•	•	٠	•	•	٠	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	Winston & Strawn LLP	Chicago	IL	•	•	•	•	•	٠	•	•	•		100	100	
and soft benefits (10 points / half credit for parity across	Womble Bond Dickinson (US) LLP	Winston-Salem	NC	•	•	٠	•	•	٠	•	•	•		100	100	
2c Equal health coverage for transgender	Cooley LLP	Palo Alto	CA	•	•	•	●	٠	•	•	•	•		95	100	
individuals without exclusion for medically necessary care (10 points	Davis Polk & Wardwell LLP	New York	NY	•	•	•	•	•	•	•	•			95	95	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Drinker Biddle & Reath LLP	Philadelphia	PA	•	•	•	•	٠	•	•	•			95	95	
3a Three LGBTQ internal training and	Hunton Andrews Kurth LLP	Washington	DC	•	•	•	•	•	•	•	•			95	95	
education best practices (10 points) 3b Employee group or diversity	LeClairRyan	Richmond	VA	•	•	•	•	•	•	•	•			95	95	
council (10 points)	Morgan, Lewis & Bockius LLP	Philadelphia	PA	•	•	•	●	•	•	•	•	•		95	100	
3c Three distinct efforts of outreach or engagement to broader LGBTQ community, and if gunplies diversity	Schulte, Roth & Zabel LLP	New York	NY	•	•	•	•	•	•	•	•			95	95	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Wilson Sonsini Goodrich & Rosati PC	Palo Alto	CA	•	•	•	•	•	•	•	•			95		
3d Contractor/supplier non-discrimination	Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Memphis	TN	•	•	•		•	•	•	•	•		90		
standards and philanthropic giving guidelines (5 points)	Burr & Forman LLP	Birmingham	AL	•	•	•		•	٠	•	•	•		90		
Detinge in Craw (1) off sidentic as of	Cravath, Swaine & Moore LLP	New York	NY	•	•	•		•	•	•	•	•		90	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	Davis Wright Tremaine LLP	Seattle	WA	•	•	•	•		٠	•	•	•		90	100	
to the CEI survey. These ratings are based on publicly available information	Greenberg Traurig LLP	New York	NY	•	•	•		•	•	•	•	•		90	85	
as well as information submitted to HRC from unofficial LGBTQ employee	Hughes Hubbard & Reed LLP	New York	NY	•	•	•		٠	•	•	•	•		90	100	
groups or individual employees.	Lathrop & Gage LLP	Kansas City	MO	•	•	•	●	•	•	•	•			90		
	Milbank LLP	New York	NY	•	•	•		٠	•	•	•	•		90	100	
	Proskauer Rose LLP	New York	NY	•	•	•	•		٠	•	•	•		90	90	
	Quinn Emanuel Urquhart & Sullivan LLP	Los Angeles	CA	•	•	•	•	٠	•		•	•		90	95	
	Reinhart Boerner Van Deuren s.c.	Milwaukee	WI	٠	٠	•	•	O	٠	•	•			90	55	
	Wachtell, Lipton, Rosen & Katz	New York	NY	٠	•	•		•	٠	•	•	•		90	100	
	Baker & Hostetler LLP	Cleveland	ОН	٠	•	•		•	٠	•	•			85		
	Bracewell LLP	Houston	ТΧ	•	•	•	•		٠	•	•			85		
	Clifford Chance US LLP	New York	NY	٠	•	•		O	٠	•	•	•		85	100	
	Debevoise & Plimpton LLP	New York	NY	•	•	•		0	•	•	•	•		85	100	

Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
	Ratings by industry, Descending Score			15 points	15 points	10 points	15 points	5 points	-25 points	19 I Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	Зb	3c	3d	4	2013 CEI	2 S	Foi
1a Prohibits discrimination based on sexual orientation for all	Gibson, Dunn & Crutcher LLP	Los Angeles	CA	•	٠	٠		•	٠	•	•	•		85	100	
operations (15 points) 1b Prohibits discrimination	Kramer Levin Naftalis & Frankel LLP	New York	NY	•	•	•		•	٠	•	•			85	100	
based on gender identity for all operations (15 points)	Paul, Weiss, Rifkind, Wharton & Garrison LLP	New York	NY	•	•	٠		•	٠	•	•	•		85	100	
2a Equivalency in same- and	Pepper Hamilton LLP	Philadelphia	PA	•	٠	•		•	٠	•	•	•		85	100	
different-sex spousal medical and soft benefits (10 points)	Sullivan & Cromwell LLP	New York	NY	•	٠	٠		•	٠	•	•			85	85	
2b Equivalency in same- and different- sex domestic partner medical	Willkie Farr & Gallagher LLP	New York	NY	•	•	٠		•	٠	•	•			85	95	
and soft benefits (10 points / half credit for parity across	Barnes & Thornburg LLP	Indianapolis	IN	•	٠	•		•	٠	•	٢			80	85	
some, but not all benefits) 2c Equal health coverage for transgender	Goulston & Storrs	Boston	MA	•	•	•		0	٠	•	٢	•		80		
individuals without exclusion for medically necessary care (10 points	Herrick Feinstein LLP	New York	NY	•	•	•	●	•	•	•		•		80		
/ half credit for inclusive coverage, but blanket exclusions for transition-	Kaye Scholer LLP	New York	NY	•	•	•		0	٠	•	٢	•		80		
related care remain in place) 3a Three LGBTQ internal training and	Lindquist & Vennum LLP	Minneapolis	MN	•	•	•		0	٠	•	٢	•		80	100	
education best practices (10 points) 3b Employee group or diversity	McGuireWoods LLP	Richmond	VA	•	•	٠	●		٠	•	•			80	85	
council (10 points)	Sedgwick LLP	San Francisco	CA	•	•	٠		0	٠	•	٢	•		80	100	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Cozen O'Connor	Philadelphia	PA	•	•	•			٠	•	•			75		
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Jackson Walker LLP	Dallas	ТΧ	•	•	•			٠	•	•			75		
3d Contractor/supplier non-discrimination	McCarter & English LLP	Newark	NJ	•	•	٠			٠	•	•			75	85	
standards and philanthropic giving guidelines (5 points)	Nelson Mullins Riley & Scarborough LLP	Columbia	SC	•	•	•			٠	•	•			75	85	
	Epstein Becker & Green PC	New York	NY	•	•	•			•	•	٩			70	90	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	Patton Boggs LLP	Washington	DC	•	•	•	•		٠	•				70	80	
to the CEI survey. These ratings are based on publicly available information	Baker Botts LLP	Houston	ТΧ	•	•	•		0	•	•				65	95	
as well as information submitted to HRC from unofficial LGBTQ employee	Dickstein Shapiro LLP	Washington	DC	•	•	•		•	٠	•				65		
groups or individual employees.	Howard & Howard Attorneys PLLC	Royal Oak	MI	•	•	٠		•			•			65	75	
	Chadbourne & Parke LLP	New York	NY	•	•	•			٠	•				60		
	Kenyon & Kenyon	New York	NY	•	•	٠			٠	•				60		
	Holland & Hart LLP	Denver	СО	٩	٩					•	٩			35		
	Townsend and Townsend and Crew LLP	San Francisco	CA				•		٠	•				30		
	MAIL AND FREIGHT DELIVERY															
	United Parcel Service Inc.	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	46
	FedEx Corp.	Memphis	TN	•	•	•	O	0	٠	•	•	•		90	90	58
	Union Pacific Corp.	Omaha	NE	٠	•	•		•	٠	•	٢			80	95	143
	Norfolk Southern Corp.	Norfolk	VA	•	•	•			٠	•		•		65	100	284

Appendix C Ratings by Industry, Descending Score Image: State Sta
1a Prohibits discrimination based on sexual orientation for all operations (15 points) Burlington Northern Santa Fe Corp. Fort Worth TX J J Control 20 30 1b Prohibits discrimination based on gender identity for all operations (15 points) J. B. Hunt Transport Services Inc. Lowell AR J J Control 20 30 20
on sexual orientation for all operations (15 points)Data migner roution durant o corp.Data migner roution of the original operations (15 points)Data migner roution durant o corp.Data migner roution of the original operations (15 points)Data migner roution of the original
operations (15 points)J. B. Hunt Transport Services Inc.LowellAR
based on gender identity for all operations (15 points) XPO Logistics Greenwich CT Image: CT <
2a Equivalency in same- and different-sex spousal medical and soft benefits (10 points) YRC Worldwide Inc. Overland Park KS Image: Constraint of the second s
and soft benefits (10 points) MANUFACTURING
2b Equivalency in same- and different-
sex domestic partner medical 3M Co. St. Paul MN • • • • • • • • • • 100 100
and soft benefits (10 points / half credit for parity across Arconic New York NY • • • • • • • • • • • • • • • • • •
some, but not all benefits)Colgate-Palmolive Co.New YorkNYImage: Colgate Palmolive Co.Image: Colga
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 Eaton Corp. Cleveland OH • • • • • • • • • • • • • • • • • • •
education best practices (10 points) 3b Employee group or diversity
council (10 points) GE Appliances Louisville KY Image: Council Councicu Council Cou
3c Three distinct efforts of outreach or engagement to broader LGBTQ Herman Miller Inc. Zeeland MI • • • • • • • • • 100 <td< td=""></td<>
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)
3d Contractor/supplier non-discrimination Owens Corning Toledo OH • • • • • • • • • • • • • • • • • •
standards and philanthropic giving guidelines (5 points) Rockwell Automation Inc. Milwaukee WI • • • • • • • • • • • • • • • • • •
S.C. Johnson & Son Inc. Racine WI •
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 TE Connectivity Inc. Berwyn PA • • • • • • • • • • • • • • • • • •
groups or individual employees. United Technologies Corp. Farmington CT • • • • • • • • • • • • • • • • • •
W.W. Grainger Inc. Lake Forest IL • • • • • • • • • • • • • • • • • •
Ball Corp. Broomfield CO • • • • • • • • • • • • • • • • • •
Siemens Industry Inc. Malvern PA • • • • • • • • • • • • • • • • • •
Bridgestone Americas Holding Inc. Nashville TN • • • • • • • • • • • • • • • • • •
Corning Corning NY • • • • • • • • • • • • • • • • • •
Daimler Trucks North America LLC Portland OR •
Deere & Co. Moline IL •
Eastman Chemical Co. Kingsport TN • • • • • • • • • • • • • • • • • •
FCA US LLC Auburn Hills MI •

Appondix C	Potings by Industry Descending Secto							Crite	erion						Rating	
Appendix C	Ratings by Industry, Descending Score			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
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	3b	3c	3d	4	CE 50	20 CE 30	Pol
1a Prohibits discrimination based on sexual orientation for all	General Electric Co.	Boston	MA	٠	٠	٠		•	•	•	•	•		90	100	13
operations (15 points) 1b Prohibits discrimination	Ingersoll-Rand Company	Davidson	NC	•	•	•		•	٠	•	•	•		90	100	
based on gender identity for all operations (15 points)	Kohler Co.	Kohler	WI	•	•	•		•	٠	•	•	•		90	90	
2a Equivalency in same- and	PolyOne Corporation	Avon Lake	ОН	•	٠	•	•	•	٠	•	•			90		673
different-sex spousal medical and soft benefits (10 points)	R.R. Donnelley & Sons Co.	Chicago	IL	•	•	•	•		•	•	•	•		90	90	388
2b Equivalency in same- and different- sex domestic partner medical	Saint-Gobain Corp.	Malvern	PA	•	•	•		•	٠	•	•	•		90	90	
and soft benefits (10 points / half credit for parity across	Steelcase Inc.	Grand Rapids	MI	•	•	•	•	●	٠	•	٢	•		90		718
2c Equal health coverage for transgender	Lubrizol Corp.	Wickliffe	ОН	•	•	•	0	•	٠	•	٢			85	95	
individuals without exclusion for medically necessary care (10 points	Masco Corp.	Taylor	MI	•	•	•		•	٠	•	•			85		372
/ half credit for inclusive coverage, but blanket exclusions for transition-	Johnson Controls Inc.	Milwaukee	WI	•	•	•	•	•		•	٩			80	85	
related care remain in place) 3a Three LGBTQ internal training and	Caterpillar Inc.	Peoria	IL	•	•	•			٠	•	٩	•		75		74
education best practices (10 points) 3b Employee group or diversity	Komatsu Mining Corp.	Milwaukee	WI	•	•		•	•		•	•			75	80	843
council (10 points)	Schneider Electric	Andover	MA	•	•	•	•	●	٠	•				75		
3c Three distinct efforts of outreach or engagement to broader LGBTQ	WestRock	Norcross	GA	•	•	•	•	•			•			75	70	190
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Xylem Inc.	Rye Brook	NY	•	•	•	•	•		•		•		75	65	611
3d Contractor/supplier non-discrimination	Navistar International Corp.	Lisle	IL	•	٠				•	•	٢	•		70		337
standards and philanthropic giving guidelines (5 points)	Archer Daniels Midland Co.	Chicago	IL	•	•	•	•			•				60	70	45
	Sonoco Products Company	Hartsville	SC	•	•					•	٩	•		55		531
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Steel Dynamics Inc.	Fort Wayne	IN	•	•	•			٠			•		55	65	347
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Freescale Semiconductor Inc.	Austin	ΤХ	•	•	•				•				50		
as well as information submitted to HRC from unofficial LGBTQ employee	USG Corp.	Chicago	IL	•	•	•								40		566
groups or individual employees.	Illinois Tool Works Inc.	Glenview	IL	•	٠									30	60	202
	Baldor Electric Co.	Fort Smith	AR	٩	٥						٩			25	35	
	Berry Plastics Group Inc.	Evansville	IN	۵	۵									20		413
	Jabil Circuit Inc.	St. Petersburg	FL	۵	۵									20	20	152
	Owens-Illinois Inc.	Perrysburg	ОН	۵	a									20		401
	Packaging Corporation of America	Lake Forest	IL	٩	•									20	20	450
	Sealed Air Corp.	Elmwood Park	NJ	۵	a									20		397
	The Marmon Group, Inc.	Chicago	IL	٩	۵									20		477
	RB	Parsippany	NJ	٠										15		
	Crown Holdings	Philadelphia	PA	٩										10		333
												:				

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Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
Appendix C	Ratings by industry, Descending Score								10		10		s			0
				15 points	15 points	10 points	15 points	5 points	-25 points	9 Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	201 CEI	201 CEI	Fort
1a Prohibits discrimination based on sexual orientation for all	Oshkosh Corp.	Oshkosh	WI	۵										10		425
operations (15 points)	Builders FirstSource Inc.	Dallas	ТХ													421
1b Prohibits discrimination based on gender identity for all operations (15 points)	Mohawk Industries Inc.	Calhoun	GA													311
2a Equivalency in same- and	The Bama Companies Inc.	Tulsa	ОК													
different-sex spousal medical and soft benefits (10 points)	MINING AND METALS															
2b Equivalency in same- and different- sex domestic partner medical	Alcoa Corp.	Pittsburgh	PA	•	•	•	•	•	•	•	•	•		95	100	300
and soft benefits (10 points / half credit for parity across	Newmont Mining Corporation	Greenwood Village	СО	•	•	•		●	•	•	٢	•		80	100	328
2c Equal health coverage for transgender	Mosaic Co.	Plymouth	MN	•	•	•		●			٢	•		60		377
individuals without exclusion for medically necessary care (10 points	Peabody	St. Louis	МО	•	•	•		•						50		533
 / half credit for inclusive coverage, but blanket exclusions for transition- 	AK Steel Holding Corp.	West Chester	ОН	۵	۲									20		441
related care remain in place) 3a Three LGBTQ internal training and	Apache Corp.	Houston	ТХ	۲	۲									20		488
education best practices (10 points) 3b Employee group or diversity	EOG Resources	Houston	ТХ	۵	۲									20	20	356
council (10 points) 3c Three distinct efforts of outreach	Freeport-McMoRan Copper & Gold Inc.	Phoenix	AZ	۵	۲									20		175
or engagement to broader LGBTQ community, and if supplier diversity	Occidental Petroleum	Los Angeles	CA	٢	۲									20	10	278
program is in place, must include LGBTQ suppliers (15 points)	Olin Corporation	Clayton	MO	۵	۲									20		467
3d Contractor/supplier non-discrimination standards and philanthropic	United States Steel Corp.	Pittsburgh	PA	۵	۲									20		279
giving guidelines (5 points)	Reliance Steel & Aluminum Co.	Los Angeles	CA	۲										10		320
Ratings in Gray / Unofficial ratings of	Icahn Enterprises LP	New York	NY													168
the Fortune 500 companies that have not responded to repeated invitations	Nucor Corp.	Charlotte	NC													169
to the CEI survey. These ratings are based on publicly available information	OIL AND GAS															
as well as information submitted to HRC from unofficial LGBTQ employee	Air Products & Chemicals Inc.	Allentown	PA	•	•	•	٠	•	•	•	•	•		100	100	294
groups or individual employees.	BP America Inc.	Houston	ТΧ	٠	•	٠	•	•	٠	•	•	•		100	100	
	Chevron Corp.	San Ramon	CA	•	•	•	•	•	•	•	•	•		100	100	19
	Shell Oil Co.	Houston	ТΧ	•	•	•	٠	•	•	•	•	•		100	100	
	Marathon Petroleum Corp.	Findlay	ОН	•	•	•	0	•	•	•	•	•		95	85	51
	ONEOK Inc.	Tulsa	ОК	•	•	•	٠	•	•	•	•			95	95	312
	Phillips 66	Houston	ТХ	٠	•	٠	٠	•	٠	٠	•			95	85	34
	ConocoPhillips	Houston	ТΧ	•	•	•	٠		•	•	•	•		90	100	115
	NiSource Inc.	Merrillville	IN	٠	•	•		•	٠	٠	•	•		90	100	545
	Praxair Inc.	Danbury	CT	٠	•	٠		•	٠	•	•	•		90	100	275
	Exxon Mobil Corp.	Irving	TX	•	•	٠		•	•	٠	•			85	95	4

Appendix C	Potings by Industry Descending Secto							Crite	erion						Rating	
Appendix C	Ratings by Industry, Descending Score			15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	Зb	3c	3d	4	CE 30	CE 20	L.
1a Prohibits discrimination based on sexual orientation for all	Anadarko Petroleum	The Woodlands	ТΧ	•	•	٠	•				٢	•		65		344
operations (15 points) 1b Prohibits discrimination	Marathon Oil Corp.	Houston	ТΧ	•	٠	٠			٠	•				60		536
based on gender identity for all operations (15 points)	Spectra Energy Corp.	Houston	ТΧ	•	٠	٠			٠	•				60	85	519
2a Equivalency in same- and	Columbia Pipeline Group	Houston	ТΧ	•	•	٠				•				50		
different-sex spousal medical and soft benefits (10 points)	Devon Energy Corp.	Oklahoma City	ОК	•	•	٠				•				50		231
2b Equivalency in same- and different- sex domestic partner medical	Hess Corp.	New York	NY	•	•	٠						•		45		525
and soft benefits (10 points / half credit for parity across	ONE Gas Inc.	Tulsa	ОК	•	•	٠								40		
2c Equal health coverage for transgender	Delek US Holdings	Brentwood	ΤN	۲	۲									20	20	480
individuals without exclusion for medically necessary care (10 points	HollyFrontier Corp.	Dallas	ΤX	٢	۲									20		274
/ half credit for inclusive coverage, but blanket exclusions for transition-	Kinder Morgan Inc.	Houston	ΤX	٢	۲									20		215
related care remain in place) 3a Three LGBTQ internal training and	National Oilwell Varco Inc.	Houston	ΤX	٢	۲									20		375
education best practices (10 points) 3b Employee group or diversity	NGL Energy Partners	Tulsa	OK	۲	۲									20		237
council (10 points) 3c Three distinct efforts of outreach	PBF Energy	Parsippany	NJ	۲	۲									20		172
or engagement to broader LGBTQ community, and if supplier diversity	Valero Energy Corp.	San Antonio	ТΧ	۲	۲									20		37
program is in place, must include LGBTQ suppliers (15 points)	World Fuel Services	Miami	FL	۲	۲									20		103
3d Contractor/supplier non-discrimination	Baker Hughes Inc.	Houston	ΤX	•										10	10	285
standards and philanthropic giving guidelines (5 points)	CST Brands	San Antonio	ΤX	•										10		306
Ratings in Gray / Unofficial ratings of	Enterprise Products Partners LP	Houston	ΤX													122
the Fortune 500 companies that have not responded to repeated invitations	Halliburton Co.	Houston	ТΧ													173
to the CEI survey. These ratings are based on publicly available information	Murphy USA	El Dorado	AR													291
as well as information submitted to HRC from unofficial LGBTQ employee	Plains GP Holdings	Houston	ТΧ													141
groups or individual employees.	Western Refining Inc.	El Paso	ТΧ													349
	PHARMACEUTICALS															
	AbbVie Inc.	North Chicago	IL	•	٠	٠	•	•	٠	٠	٠	•		100	100	111
	Amgen Inc.	Thousand Oaks	CA	•	•	٠	•	•	٠	•	٠	•		100	100	123
	Astellas Pharma US Inc.	Northbrook	IL	•	•	٠	•	•	٠	•	•	•		100	100	
	Bayer U.S. LLC	Whippany	NJ	•	•	٠	•	•	٠	•	•	•		100	100	
	Biogen	Cambridge	MA	•	•	٠	•	•	٠	•	•	•		100	100	248
	Boehringer Ingelheim USA Corp.	Ridgefield	CT	•	•	٠	•	•	٠	•	•	•		100	100	
	Celgene Corp.	Summit	NJ	٠	•	٠	•	•	٠	•	•	•		100	75	254
	Eli Lilly & Co.	Indianapolis	IN	•	•	٠	•	•	٠	•	•	•		100	100	132

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Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	_
				15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	ដី	ដី	Ĕ
1a Prohibits discrimination based on sexual orientation for all	Gilead Sciences Inc.	Foster City	CA	•	•	•	•	•	٠	•	•	•		100	100	92
operations (15 points) 1b Prohibits discrimination	GlaxoSmithKline LLC	Research Triangle Park	NC	•	•	•	•	•	•	•	•	•		100	100	
based on gender identity for all operations (15 points)	Johnson & Johnson	New Brunswick	NJ	٠	•	٠	•	•	٠	•	•	•		100	100	35
2a Equivalency in same- and different-sex spousal medical	Mallinckrodt LLC	Hazelwood	MO	•	•	•	•	•	٠	•	•	•		100	100	
and soft benefits (10 points)	Merck	Kenilworth	IJ	•	•	•	•	•	٠	•	•	•		100	100	69
2b Equivalency in same- and different- sex domestic partner medical	Pfizer Inc.	New York	NY	٠	•	٠	•	٠	٠	•	•	•		100	100	54
and soft benefits (10 points / half credit for parity across	Sanofi	Bridgewater	IJ	•	•	•	•	•	٠	•	•	•		100	100	
some, but not all benefits) 2c Equal health coverage for transgender	Takeda Pharmaceuticals USA Inc.	Deerfield	IL	٠	•	٠	•	٠	٠	•	•	•		100	100	
individuals without exclusion for medically necessary care (10 points	AstraZeneca PLC	Wilmington	DE	•	•	•	●	•	٠	•	•	•		95		
/ half credit for inclusive coverage, but blanket exclusions for transition-	Novo Nordisk Inc.	Plainsboro	IJ	٠	•	٠	•	•	٠	•	٢	•		95	90	
3a Three LGBTQ internal training and	Teva Pharmaceutical USA Inc.	North Wales	PA	•	•	•	•	•	٠	•	•			95	100	
education best practices (10 points) 3b Employee group or diversity	Bristol-Myers Squibb Co.	New York	NY	•	•	٠		0	٠	•	•	•		85	100	147
council (10 points)	Novartis Pharmaceuticals Corp.	East Hanover	NJ	•	•	•		•	٠	•	•	•		85		
3c Three distinct efforts of outreach or engagement to broader LGBTQ	PUBLISHING AND PRINTING															
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Gannett Co. Inc.	Mclean	VA	٠	•	٠	•	٠	٠	•	•	•		100	100	
3d Contractor/supplier non-discrimination	John Wiley & Sons Inc.	Hoboken	NJ	٠	•	•	•	•	• • • • •	•	٢	•		85		
standards and philanthropic giving guidelines (5 points)	UBM pic	New York	NY	٠	•	٠		•	٠	•	•	•		85	100	
Polingo in Crew (11, effected actions of	CONSUMER REPORTS INC.	Yonkers	NY	٠	•	٠	•	•	٠	•				75		
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	Houghton Mifflin Harcourt Co.	Boston	MA	•	•	•	•	•	•		•			70	95	
to the CEI survey. These ratings are based on publicly available information	McGraw-Hill Global Education Holdings LLC	New York	NY	•	•	•	•	•		•				70	90	
as well as information submitted to HRC from unofficial LGBTQ employee	Scholastic Corp.	New York	NY	•	•	•			•	•	٢	•		65	80	
groups or individual employees.	New York Times Co.	New York	NY	•	•	٠			٠	•				60		
	Hachette Book Group	New York	NY	•	•	٠								40	65	
	Graham Holdings	Arlington	VA			٠			*					10		813
	News Corp.	New York	NY													332
	REAL ESTATE, COMMERCIAL															
	CBRE Inc.	Los Angeles	CA	٠	•	•	•	•	•	•	•	•		100	100	214
	Cushman & Wakefield Inc.	Chicago	IL	٠	•	٠	•	•	٠	•	•	•		100		
	JLL	Chicago	IL	•	•	•	•	•	٠	•	•	•		100	100	391
	Lendlease Americas Inc.	New York	NY	٠	•	•	•	•	٠	٠	•	•		100	100	
	REAL ESTATE, RESIDENTIAL															

Clance Main and Section 1 No <	Appendix C	Ratings by Industry, Descending Score							Crite	erion					Rating	
Interplane (1) Index	CEI Rating Criteria	Employer	Headquarters Location	State		15	10				10		1	2019 CEI Rating	2018 CEI Rating	Fortune 1000
a brindly dividend or dividend blanks Patho Could Dividend Divide	1a Prohibits discrimination based	Realogy Holdings Corp.	Madison	IJ	•	•	•		•	•	•	•		85	85	448
19 Petitional distribution is also distributis distributis distribution is also distribution is also distribut					•	•	•		•	•	•					
3 Spatial control in an end of the series of a dial conditional strain in an electronic of the series of the s	based on gender identity for	·														
and of basefield of grander NM	2a Equivalency in same- and	Amazon.com Inc.	Seattle	WA	•	•	٠	•	•	٠	•	•	•	100	100	12
arise diversional partner mediance MAN		Barnes & Noble Inc.	New York	NY	•	•	•	•	•	•	•	•	•	100	100	555
Interest for early accoss Calcens SiL Losin Mol Image: Sil Losin Mol Image: Sil Losin		Best Buy Co. Inc.	Richfield	MN	•	•	•	•	•	٠	•	•	•	100	100	72
2 Cand Lander Loweringe for transmission individual weight of calculation for transmission individual weight of calculation individual weight of calculation indin a maneree individual indin a manefer individual ind	half credit for parity across	Caleres	St. Louis	MO	•	•	•	•	•	•	•	•	•	100	100	790
Bridde data without de location for matched meanser yar and Population for matched with the population for matched meanser yar and Population for matched with the population for matched meanser yar and Population for matched with the population for matched mea		CarMax Inc.	Richmond	VA	•	•	•	•	•	٠	•	•	•	100	100	174
Landet accursions related are main in placesControl blanket accursions precisesControl blanket accursions precisesControl blanket accursionsNorwalkNY \bullet	individuals without exclusion for	Clorox Co., The	Oakland	CA	٠	٠	٠	•	•	٠	•	•	•	100	100	453
a Diagoo North America Norvaik CT O		Constellation Brands Inc.	Victor	NY	•	•	٠	•	•	•	•	•	•	100	100	408
Best places (00 points) East places (00 points) East places (00 points) Sale lauder Companies Inc., The New York NV Image of the set		Diageo North America	Norwalk	CT	•	•	٠	•	•	٠	•	•	•	100	100	
nomini (10 points) Fond Lion Saisbury NC Image Single Components of the orbitance of	education best practices (10 points)	Estée Lauder Companies Inc., The	New York	NY	٠	•	٠	•	•	٠	•	•	•	100	100	253
are negagement to broader LGBTQ communications and subject of spin and spin	council (10 points)	Food Lion	Salisbury	NC	٠	•	٠	•	•	٠	•	•	•	100		
Gap Inc. San Francisco CA Image: CA	or engagement to broader LGBTQ	GameStop Corp.	Grapevine	ΤХ	٠	•	٠	•	•	٠	•	•	•	100	100	321
Sol Contractor fungupation non-discrimination growing guidelines (6 points) GAINT Food Stores, LLC Gariale PA 9	program is in place, must include	Gap Inc.	San Francisco	CA	٠	•	٠	•	•	٠	•	•	•	100	100	178
giving guidelines (6 points) Giant of Maryland, LLC Landover MD I <td>3d Contractor/supplier non-discrimination</td> <td>GIANT Food Stores, LLC</td> <td>Carlisle</td> <td>PA</td> <td>٠</td> <td>•</td> <td>٠</td> <td>٠</td> <td>•</td> <td>٠</td> <td>•</td> <td>•</td> <td>•</td> <td>100</td> <td></td> <td></td>	3d Contractor/supplier non-discrimination	GIANT Food Stores, LLC	Carlisle	PA	٠	•	٠	٠	•	٠	•	•	•	100		
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have to the cEl survey. These ratings are based on publicly available information submitted HRC from unofficial LGBTQ employee groups or individual employees. Halmark Cards Inc. Conshohocken PA Image: Cards Inc. Image:		Giant of Maryland, LLC	Landover	MD	٠	٠	٠	•	•	٠	•	•	•	100		
He Forture 500 companies hat have not be obtained invitations of the CEI survey. These rating are have low into the CEI survey. The cell survey low into the CEI survey low into the CEI survey low interm low tope the cell survey. The cell survey low inte		Groupon Inc.	Chicago	IL	•	•	٠	•	•	٠	•	•	•	100	100	704
based on publicly available information submitted to HRC from unofficial LGBTO employees, groups or individual employees. IKEA Holding US Inc. Iconshohocken PA Iconshohocken PA Iconshohocken Iconshocken Iconshohocken Iconshohoc	the Fortune 500 companies that have	Hallmark Cards Inc.	Kansas City	MO	٠	٠	٠	•	•	٠	•	•	•	100	100	
as well as information submitted to the Group noncircul LBBTO employees. J. Crew Group Inc. New York N Image: Columbus Image Image: Columbus Im	to the CEI survey. These ratings are	IKEA Holding US Inc.	Conshohocken	PA	•	•	٠	•	•	٠	•	•	•	100	100	
groups or individual employees. L Brands Inc. Columbus OH I I I I I I I I I I I I I I I	as well as information submitted to	J. Crew Group Inc.	New York	NY	٠	٠	٠	•	•	٠	•	•	•	100		826
Lowe's Companies Inc.MooresvilleNCImage: Companies Inc.MooresvilleNCImage: Companies Inc.MooresvilleNCImage: Companies Inc.MooresvilleNCImage: Companies Inc.Image: Companies		L Brands Inc.	Columbus	ОН	•	•	٠	•	•	٠	•	•	•	100	100	220
Macy's Inc.CincinnatiOHII		L'Oréal USA Inc.	New York	NY	٠	•	٠	٠	•	٠	•	•	•	100	100	
Nordstrom Inc.SeattleWAImage: Add to transform of the constraint of the const		Lowe's Companies Inc.	Mooresville	NC	•	•	٠	•	•	٠	•	•	•	100	75	40
Office Depot Inc.Boca RatonFLImage: Second		Macy's Inc.	Cincinnati	ОН	٠	٠	٠	•	•	٠	•	•	•	100	100	110
Pernod Ricard USA LLCNew YorkNYImage: New YorkImage: Ne< YorkImage: New YorkImage: New YorkImage: New YorkImage: New YorkImage: New YorkImage: Ne< YorkImage: New YorkImage: New YorkImage: Ne< YorkImag		Nordstrom Inc.	Seattle	WA	•	•	٠	•	•	٠	•	•	•	100	100	188
Procter & Gamble Co.CincinnatiOHImage: Marcol and the second and the		Office Depot Inc.	Boca Raton	FL	٠	٠	٠	•	•	٠	•	•	•	100	100	203
Replacements Ltd. McLeansville NC Image: Model of the second of the seco		Pernod Ricard USA LLC	New York	NY	•	•	٠	•	•	٠	•	•	•	100	100	
		Procter & Gamble Co.	Cincinnati	ОН	٠	•	٠	٠	•	٠	•	•	•	100	100	36
Sephora San Francisco CA • • • • • • • 100		Replacements Ltd.	McLeansville	NC	٠	•	٠	•	•	•	•	•	•	100	100	
		Sephora	San Francisco	CA	٠	•	٠	٠	•	٠	•	•	•	100		

Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
	Katings by mausity, pescending score			15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 50	8 5	R
1a Prohibits discrimination based on sexual orientation for all	Sony Electronics Inc.	San Diego	CA	٠	٠	٠	•	•	٠	•	•	•		100	100	
operations (15 points) 1b Prohibits discrimination	Starbucks Corp.	Seattle	WA	•	•	•	•	•	٠	•	•	•		100	100	131
based on gender identity for all operations (15 points)	Tapestry, Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	546
2a Equivalency in same- and	Target Corp.	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100	100	38
different-sex spousal medical and soft benefits (10 points)	Tiffany & Co.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	588
2b Equivalency in same- and different- sex domestic partner medical	Unilever	Englewood Cliffs	NJ	٠	٠	٠	•	•	٠	•	•	•		100	100	
and soft benefits (10 points / half credit for parity across	Walgreen Co.	Deerfield	IL	٠	٠	٠	•	•	٠	•	•	•		100		17
2c Equal health coverage for transgender	Walmart Inc.	Bentonville	AR	٠	٠	٠	•	•	٠	•	•	•		100	100	1
individuals without exclusion for medically necessary care (10 points	Whirlpool Corp.	Benton Harbor	MI	•	•	•	•	•	٠	•	•	•		100	100	137
/ half credit for inclusive coverage, but blanket exclusions for transition-	Brooks Sports Inc.	Seattle	WA	•	•	•	•	•	٠	•	•			95	85	
3a Three LGBTQ internal training and	Wawa Inc.	Wawa	PA	•	•	•	•	•	•	•	•			95	100	
education best practices (10 points) 3b Employee group or diversity	Advance Auto Parts (Advance Holding)	Roanoke	VA	•	•	•		•	•	•	•	•		90		292
council (10 points)	Ascena Retail Group Inc.	Mahwah	NJ	•	•	•		•	٠	•	•	•		90	85	384
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Avon Products Inc.	New York	NY	٠	٠	٠	•	●	٠	•	٩	•		90		444
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Dollar General Corp.	Goodlettsville	TN	٠	•	٠		•	٠	•	•	•		90	100	128
3d Contractor/supplier non-discrimination	DSW	Columbus	ОН	٠	٠	٠	•		٠	•	•	•		90	90	772
standards and philanthropic giving guidelines (5 points)	Genesco Inc.	Nashville	TN	•	•	•		•	٠	•	•	•		90	85	751
	Home Depot Inc., The	Atlanta	GA	•	•	•		•	•	•	•	•		90	100	23
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	HSN Inc.	St. Petersburg	FL	•	•	•	•		•	•	•	•		90	85	641
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Kenneth Cole Productions Inc.	New York	NY	•	•	•	•		•	•	•	•		90		
as well as information submitted to HRC from unofficial LGBTQ employee	Kimberly-Clark Corp.	Irving	ТΧ	•	•	•		•	٠	•	•	•		90	100	155
groups or individual employees.	Meijer Inc.	Grand Rapids	MI	•	•	•	•	•	•	•	•			90	95	
	PetSmart Inc.	Phoenix	AZ	•	•	•		•	•	•	•	•		90	100	
	Ralph Lauren Corp.	New York	NY	•	•	٠	•		٠	•	•	•		90	90	371
	Recreational Equipment Inc.	Kent	WA	•	•	٠	•	•	٠	•	٩	•		90	95	
	Retail Business Services	Salisbury	NC	•	•	•	•	•	•	•	٩			90		
	TJX Companies Inc., The	Framingham	MA	•	•	•		•	•	•	•	•		90	100	87
	Williams-Sonoma Inc.	San Francisco	CA	•	•	•		•	•	•	•	•		90		
	American Eagle Outfitters Inc.	Pittsburgh	PA	•	•	٠		0	٠	•	•	•		85	100	630
	B J's Wholesale Club	Westborough	MA	•	•	٠		•	٠	•	•	•		85	100	
	Brooks Brothers Group Inc.	New York	NY	•	•	٠	0		٠	•	•	•		85	85	

Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
	Ratings by mausity, possenting ocore			15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	18 Il Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	Зb	3c	3d	4	20 CE	201 CEI	Fo
1a Prohibits discrimination based on sexual orientation for all	H&R Block Inc.	Kansas City	МО	٠	٠	٠	•	٠	٠		•			85	80	727
operations (15 points) 1b Prohibits discrimination	Hasbro Inc.	Pawtucket	RI	•	٠	٠		●	٠	•	•	•		85	100	509
based on gender identity for all operations (15 points)	Staples Inc.	Framingham	MA	•	•	٠		●	٠	•	•	•		85	100	140
2a Equivalency in same- and	Books-A-Million Inc.	Birmingham	AL	•	٠	٠	•		٠	•	•			80	80	
different-sex spousal medical and soft benefits (10 points)	Crate and Barrel / CB2	Northbrook	IL	•	•	٠		•	٠		•	•		80	95	
2b Equivalency in same- and different- sex domestic partner medical	Fossil Inc.	Richardson	ТХ	•	٠	٠	•	•			•	•		80	75	723
and soft benefits (10 points / half credit for parity across	J.C. Penney Co. Inc.	Plano	ТΧ	•	٠	٠		●	٠	•	٢	•		80	100	221
2c Equal health coverage for transgender	Kohl's Corp.	Menomonee Falls	WI	•	٠	٠		•	•	•	•	•		80	100	150
individuals without exclusion for medically necessary care (10 points	Newell Brands Inc.	Atlanta	GA	•	٠	٠		●	•	•	٢	•		80		208
/ half credit for inclusive coverage, but blanket exclusions for transition-	Outerwall Inc.	Bellevue	WA	•	٠	٠		●	٠	•	٢	•		80		
related care remain in place) 3a Three LGBTQ internal training and	Sears Holdings Corp.	Hoffman Estates	IL	•	•	٠		●	•	•	٢	•		80	100	127
education best practices (10 points) 3b Employee group or diversity	True Value Co.	Chicago	IL	•	٠	٠		•	٠	•	٢			80	95	
council (10 points)	Ross Stores Inc.	Dublin	CA	•	•	٠		•	•		٢	•		75	90	219
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Urban Outfitters Inc.	Philadelphia	PA	•	•	•		•	•	•	•			75	85	645
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	Overstock.com Inc.	Midvale	UT	•	•	٠	•		•		•	•		70	75	999
3d Contractor/supplier non-discrimination	Mattel Inc.	El Segundo	CA	•	•	•		0	٠		٩	•		65		474
standards and philanthropic giving guidelines (5 points)	Bon-Ton Stores Inc.	York	PA	•	•	٠			٠	•				60	85	779
	Costco Wholesale Corp.	Issaquah	WA	•	•	٠			٠	•				60		16
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	A X Armani Exchange	New York	NY	٩		٠		•	٠	•				55	80	
to the CEI survey. These ratings are based on publicly available information	Kate Spade & Company	New York	NY	•	•				٠	•	٩			55		
as well as information submitted to HRC from unofficial LGBTQ employee	The Michaels Companies Inc.	Irving	ТΧ	•	•	٠	•			•				55		496
groups or individual employees.	Rite Aid Corp.	Camp Hill	PA	•	•	٠				•				50		91
	Saks Inc.	New York	NY	٩		٠			٠	•				50		
	H&M Hennes & Mauritz AB	North Arlington	NJ	•	•	٠		0						45		
	AutoZone Inc.	Memphis	TN	•	•	٠			* * * *					40	65	270
	Borders Group Inc.	Ann Arbor	MI	٩	٢					•				30		
	Pep Boys-Manny, Moe & Jack	Philadelphia	PA	٩		٠								30		
	Bed Bath & Beyond Inc.	Union	NJ	٩	•				•					20		233
	Big Lots	Columbus	ОН	٩	٢				•					20		495
	Dick's Sporting Goods Inc.	Coraopolis	PA	٩	•									20		340
	Dollar Tree Stores Inc.	Chesapeake	VA	٩	•				•					20		136

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Appendix C	Ratings by Industry, Descending Score		Criterion										F	Rating		
	Ratings by moustry, possibiliting ocore			15 points	15 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	20 CE	20 CE 20	ъ.
1a Prohibits discrimination based on sexual orientation for all	HD Supply	Atlanta	GA	٩	•									20		364
operations (15 points) 1b Prohibits discrimination	Tractor Supply Company	Brentwood	ΤN	٩	•									20		396
based on gender identity for all operations (15 points)	Regis Corp.	Edina	MN	٩							٩			15		1000
2a Equivalency in same- and	Foot Locker Inc.	New York	NY	٩										10		348
different-sex spousal medical and soft benefits (10 points)	O'Reilly Automotive Inc.	Springfield	MO	٩										10		323
2b Equivalency in same- and different- sex domestic partner medical	TravelCenters of America	Westlake	ОН	٩										10		470
and soft benefits (10 points / half credit for parity across	Casey's General Stores Inc.	Ankeny	IA													423
2c Equal health coverage for transgender	Dillard's Inc.	Little Rock	AR													417
individuals without exclusion for medically necessary care (10 points	TELECOMMUNICATIONS															
/ half credit for inclusive coverage, but blanket exclusions for transition-	Altice USA, Inc.	Long Island City	NY	•	٠	•	•	•	•	•	•	•		100		
related care remain in place) 3a Three LGBTQ internal training and	AT&T Inc.	Dallas	ТХ	٠	٠	٠	•	•	•	•	•	•		100	100	9
education best practices (10 points) 3b Employee group or diversity	CenturyLink Inc.	Monroe	LA	•	•	•	•	•	•	•	•	•		100	95	160
council (10 points)	Cisco Systems Inc.	San Jose	CA	٠	٠	٠	•	•	•	•	•	•		100	100	60
3c Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity	Motorola Solutions Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	95	433
program is in place, must include LGBTQ suppliers (15 points)	Nokia Inc.	Irving	ТХ	٠	•	•	•	•	•	•	•	•		100	100	
3d Contractor/supplier non-discrimination	T-Mobile USA Inc.	Bellevue	WA	•	•	•	•	•	•	•	•	•		100	100	
standards and philanthropic giving guidelines (5 points)	U.S. Cellular	Chicago	IL	٠	•	•	•	•	•	•	•	•		100		
	Charter Communications	Stamford	СТ	•	•	٠		•	•	•	•	•		90		96
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations	Level 3 Communications Inc.	Broomfield	со	•	•	٠	•	0	•	•	٢	•		90	100	336
to the CEI survey. These ratings are based on publicly available information	QUALCOMM Inc.	San Diego	CA	•	•	٠		•	•	•	•	•		90	100	119
as well as information submitted to HRC from unofficial LGBTQ employee	Verizon Communications Inc.	New York	NY	•	•	٠		•	•	•	•	•		90	100	14
groups or individual employees.	Sprint Corp.	Overland Park	KS	٠	•	٠		•	•	•	٩	•		80		
	West Corp.	Omaha	NE	•	٠	٠		•	•	•	٩	•		80	100	864
	EarthLink Inc.	Atlanta	GA	٩	٢		•				٩			35		
	Nortel Networks Corp.	Richardson	ТΧ	٩			•			•				30		
	American Tower Corp.	Boston	MA	٩	۵									20		449
	Windstream Corp.	Little Rock	AR	٩	۵									20		485
	Liberty Global Inc.	Englewood	CO	٠										15		491
	DISH Network Corp.	Englewood	СО	٩										10		186
	Frontier Communications	Stamford	СТ	٩										10		313
	товассо															

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

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

								Crite	erion						Rating	
	Employer	Headquarters Location	State	1 5 points	15 points	10 points	10 points	10 points	80 10 points	10 points	3C 15 points	5 points	 -25 points 	2019 CEI Rating	2018 CEI Rating	Fortune 1000
	Altria Group Inc.	Richmond	VA	٠	•	•	•	•	٠	•	•	•		100	100	148
	Reynolds American Inc.	Winston-Salem	NC	•	•	•	•	•	•		•	•		90	95	223
	Philip Morris International Inc.	New York	NY	٩										10		104
	Alliance One International	Morrisville	NC													963
ler	TRANSPORTATION AND TRAVEL															
	American Express Global Business Travel	Jersey City	NJ	٠	•	•	•	•	•	•	•	•		100	100	
n-	Cargo Transporters Inc.	Claremont	NC	٠	•	•	•	•	•	•	•	•		100	75	
	Carnival Corp.	Miami	FL	٠	•	•	•	•	٠	•	•	•		100		
	Expedia Group	Bellevue	WA	٠	•	•	•	•	•	•	•	•		100	100	317
	Hertz Global Holdings Inc.	Estero	FL	٠	•	•	•	•	٠	•	•	•		100	95	296
	Lyft Inc.	San Francisco	CA	٠	•	•	•	•	٠	•	•	•		100	100	
	Carlson Inc.	Minnetonka	MN	٠	٠	•	٠	•	٠	•	•			95		
on	Enterprise Holdings Inc.	St. Louis	MO	٠	•	•	•	•	•	•	•			95	95	
	Avis Budget Group Inc.	Parsippany	NJ	٠	٠	•	●	O	٠	•	•	•		90	95	319
of	Royal Caribbean Cruises Ltd.	Miami	FL	٠	•	•		•	٠	•	•	•		90	100	
e s	Ryder System Inc.	Miami	FL	٠	•	•	●		٠	•	•			80	85	394
on	CSX Corp.	Jacksonville	FL	٠	•	•		•	٠	•		•		70		257
эе	Sabre Holdings Inc.	Southlake	ТХ	٠	•					•	٩			45		668
	Travelport Ltd.	Parsippany	NJ	٩	٢		•			•	٩			45		
	C. H. Robinson Worldwide	Eden Prairie	MN	٩	۵									20		212
	Expeditors International of Washington Inc.	Seattle	WA	٩										10		429
	WASTE MANAGEMENT		ľ													
	Waste Management Inc.	Houston	ТХ	٠	•	•		٠	•	•	•	٠		90	80	201
	Republic Services Inc.	Phoenix	AZ	٠	•	•		•	•	•	•	•		85	100	299

CEI 2019 Acknowledgements

The Workplace Equality Program Team, Authors

HRC Foundation's Workplace Equality Program

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.

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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.

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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.

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CEI 2019 HRC Business Advisory Council

The Human Rights Campaign Business Advisory Council was founded in 1997. Members provide expert advice and counsel to the HRC Workplace Equality Program on lesbian, gay, bisexual, transgender and queer workplace issues based on their business experience and knowledge. Mostafa Abdelguelil Head of Advocacy Response and Senior Manager, Diversity & Inclusion Capital One

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