



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION

Corporate Equality Index 2021

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

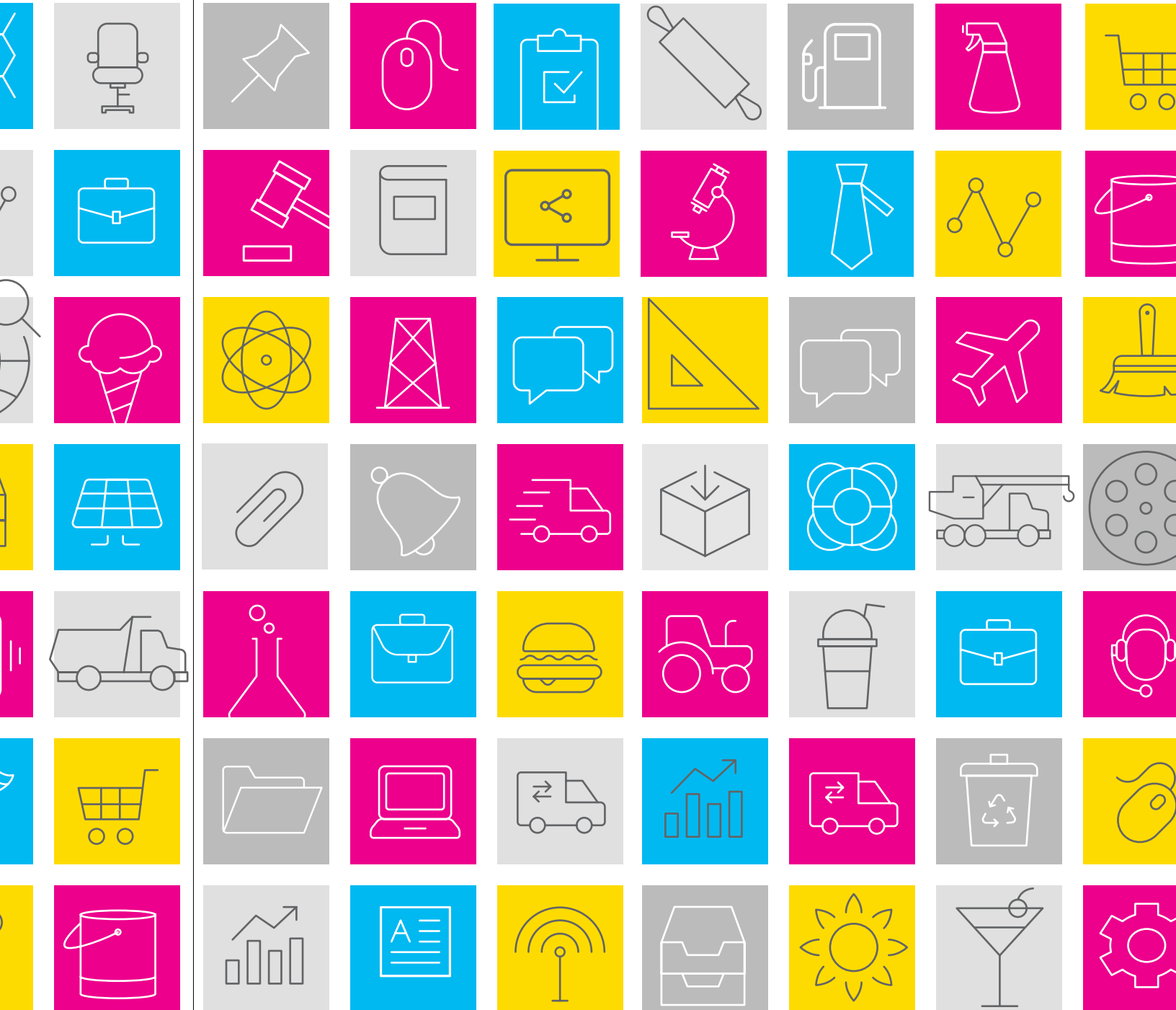


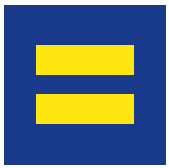


HUMAN RIGHTS CAMPAIGN FOUNDATION

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Message from the HRC Foundation President

OVER ITS 19-YEAR HISTORY, THE HUMAN RIGHTS CAMPAIGN'S

Corporate Equality Index (CEI) has been the driving force for the adoption of equitable workplace policies, practices and benefits for lesbian, gay, bisexual, transgender and queer (LGBTQ) people in the United States and beyond.

Our participating companies know that building an LGBTQ-inclusive workplace is not just the right thing to do — it is also the best business decision — allowing companies to attract, retain and engage top talent. And their commitment to building inclusion has only strengthened over the past year, with a record-breaking number of corporations achieving top marks. Many of these companies have also continued their crucial support of legislation such as the Equality Act that would protect and empower their LGBTQ employees and customers across all areas of life. In the face of grave and unprecedented challenges over the past year, the businesses featured in the CEI made LGBTQ equality a priority.

From the previously unimaginable impact of the COVID-19 pandemic, to a long overdue reckoning with racial injustice, 2020 was truly a year like none other. Business leaders across the country were called upon to face these challenges head on.

From the previously unimaginable impact of the COVID-19 pandemic, to a long overdue reckoning with racial injustice, 2020 was truly a year like none other. Business leaders across the country were called upon to face these challenges head on. Companies that have long invested in diversity & inclusion efforts were forced to take stock of their progress; and, like most institutions, many found opportunity to deepen their commitment to advance equity for all.

New and necessary efforts are underway in recruiting, professional development, training and community engagement to advance equity for employees of color, particularly those who are Black and Latinx, across the Fortune 500 and beyond. Alongside these efforts, companies are bringing greater recognition to the challenges of those living at the intersections of multiple marginalized identities. These are important steps, but they are only the beginning.

As we recognize the progress that has been made, two key questions for business leaders are: what will you do to define or better define the values of your businesses and what will you do to advance the lived experience of justice and equity for workers of marginalized identities in the coming year and beyond?

In other words, diversity and inclusion policies and practices advanced through tools like the CEI are critical, but meaningful change requires more. It requires breathing life into these policies and practices in real and tangible ways.

At the Human Rights Campaign, we stand ready to support you in addressing these questions and more. Together, we will continue to advance inclusion, equity and belonging for everyone.

Alphonso David
President
Human Rights Campaign Foundation

Executive Summary



Corporate Equality Index 2021

IN THIS 19TH EDITION OF THE HUMAN RIGHTS

Campaign Foundation's Corporate Equality Index, a record-breaking **767 businesses met all the criteria to earn 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. To earn top ratings, employers took concrete steps to establish and implement comprehensive policies, benefits and practices that ensure greater equity for LGBTQ workers and their families. The CEI rating criteria have four key pillars:

- **Nondiscrimination 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 just 13 top-rated companies.

Companies rated in the CEI include Fortune magazine's 500 largest publicly traded businesses (Fortune 500), 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 nondiscrimination policies (e.g. based on race, religion, disability, etc.), the HRC Foundation evaluates them on the inclusion of "sexual orientation" and "gender identity" protections. In terms of benefits, the HRC Foundation evaluates employers on the provision of health insurance coverage for same- and different-sex spouses and partners. In addition, the HRC Foundation assesses the availability of routine, chronic care and transition-related medical coverage for transgender employees and dependents. Where major businesses regularly provide education, training and accountability measures on diversity and inclusion in the workplace, the HRC Foundation seeks to ensure these systems include the LGBTQ workforce. Lastly, major businesses have a range of engagement programs for their target markets and the communities in which they operate such as advertising, public policy engagement, supplier diversity, philanthropy, and sponsorship. We seek

the inclusion of the LGBTQ community in these external engagement efforts.

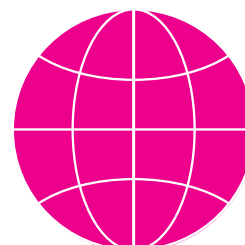
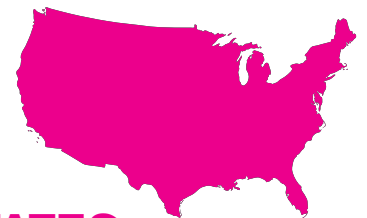
By using the CEI criteria as a guide, businesses can help ensure that their existing policy and benefits infrastructure is inclusive of LGBTQ workers and their families, resulting in greater recruitment and retention of a talented, diverse workforce. The CEI serves as a roadmap to LGBTQ inclusive policies and practices, but it cannot provide a holistic assessment of the unique workplace cultures and individual experiences that characterize different employers. A CEI rating is one key evaluation metric among others in assessing the LGBTQ inclusiveness of any employer or provider of goods or services.

In addition to the ongoing commitment the many prior participants, the 2021 CEI shows significant growth in the number of newly participating businesses. This year's report contains over **80** new businesses from over **20** industries 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.

To date, the HRC Foundation has worked with thousands of businesses to promote workplace equality for LGBTQ workers. The 767 top-rated CEI employers:

Have operations in all 50 STATES, employing over 13 MILLION workers



Employ over 13 MILLION workers globally

Key Findings

Unwavering Commitment: Record Number of Top Scoring Companies

767
Businesses
Earning the
Distinction of:



Despite the COVID-19 global health pandemic and its corresponding economic pressures, a record-breaking **767** businesses earned 100 percent on the 2021 CEI and the designation of being one of the **“Best Places to Work for LGBTQ Equality.”**

This year’s CEI reflects growth across every measurement category, from the adoption of inclusive nondiscrimination policies to equitable benefits to efforts to engage the LGBTQ community.

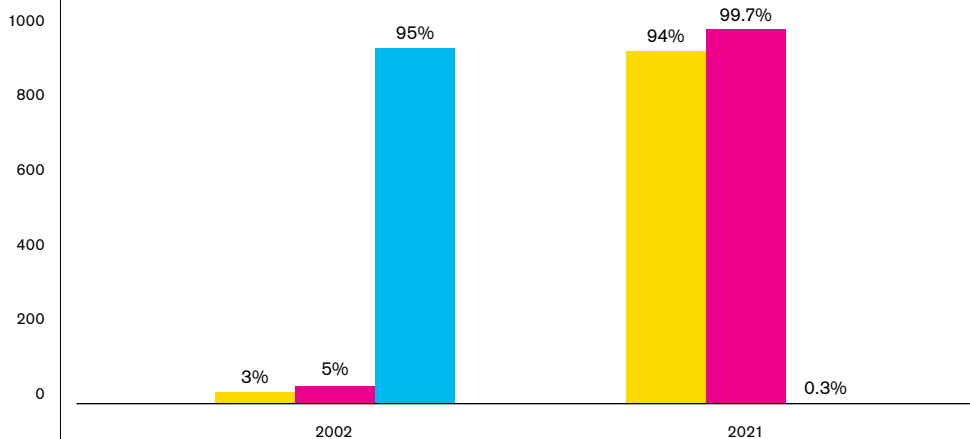
Transgender Inclusion in the Workplace: Accelerating Progress

The most considerable progress measured over the 19 year history of the CEI and continuing in 2021 has been the wide-scale adoption of transgender-inclusive initiatives across businesses.

A full **94** 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 **99** percent of the entire CEI universe of businesses offer explicit gender identity nondiscrimination protections (up from 5 percent in 2002).

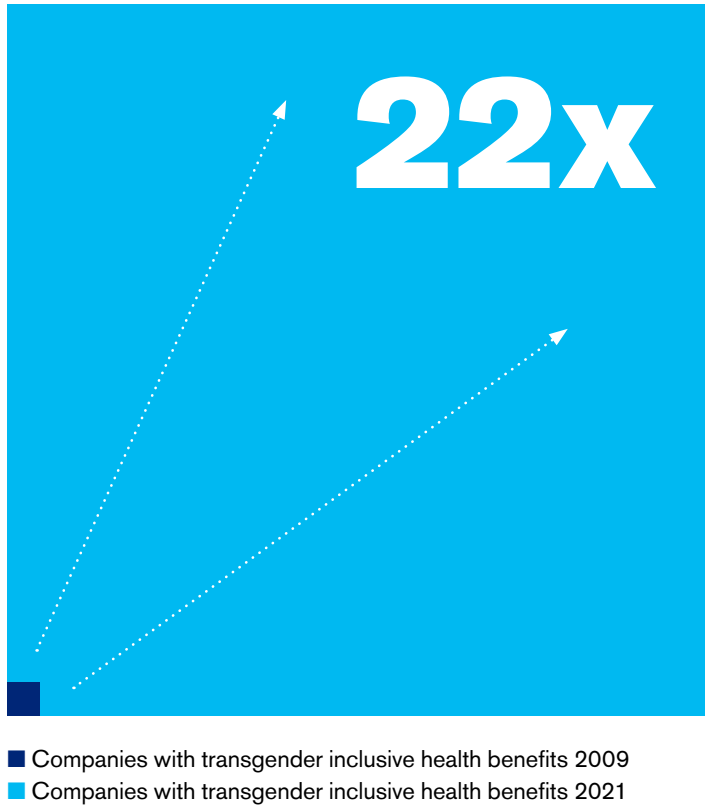
Driving a sea change in the adoption of nondiscrimination policies including “gender identity”

■ Fortune 500 ■ All CEI Participants ■ No Protections

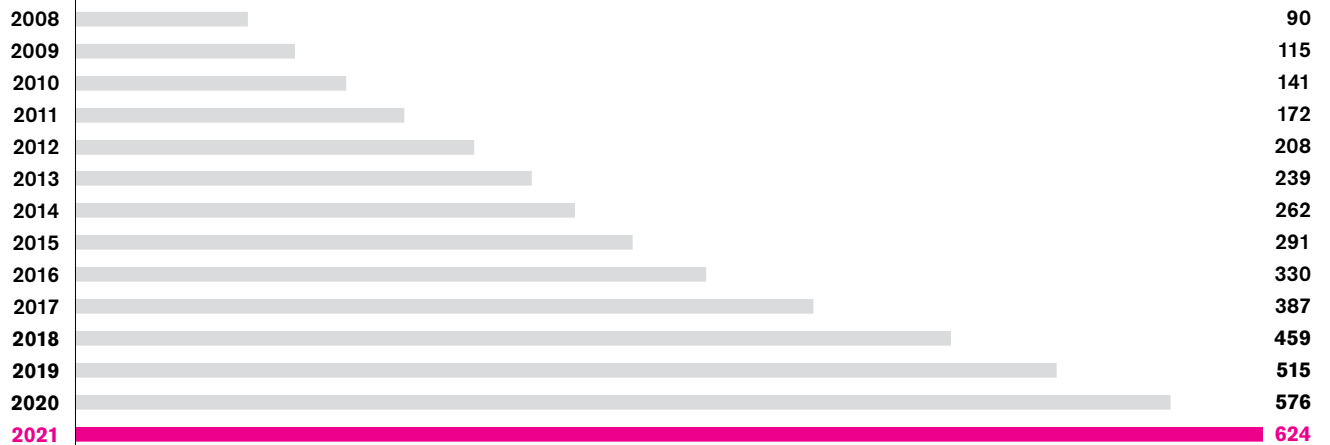


71 percent of the Fortune 500 and over **91** percent of all CEI-rated businesses offer transgender-inclusive health insurance coverage, up from 0 in 2002 and **22** times as many businesses as twelve years ago. **97** new employers offer this coverage according to the 2021 report.

The number of CEI participating companies who offer transgender-inclusive health insurance coverage, has increased 22 times since 2009



Over six hundred and twenty major businesses have adopted gender transition guidelines to establish best practices in transgender inclusion for managers and teams.



Equality at the Fortune-Ranked Companies

233 OF THE FORTUNE 500-RANKED BUSINESSES achieved a 100 percent rating (compared to 214 last year), with **14 of the top 20 Fortune-ranked businesses at this top score.** **96** percent of the Fortune 500 include "sexual orientation" in their nondiscrimination policies and **94** percent include "gender identity." Over **two-thirds** of Fortune 500 companies offer transgender-inclusive health-care benefits.

A record **366** of Fortune 500 businesses have official CEI ratings based on submitted surveys (as compared to 359 last year), with an average rating of **76** compared to an average of 71 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 tenth year in a row.

Businesses' Commitment to LGBTQ Employees

	All Fortune 500	Fortune 500 Participants	Fortune 500 Non-Responders
Sexual Orientation in U.S. Nondiscrimination Policy	96%	100%	81%
Gender Identity in U.S. Nondiscrimination Policy	94%	100%	73%
Domestic Partner Benefits	57%	75%	0%
Transgender-Inclusive Benefits	71%	93%	0%
Organizational LGBTQ Competency	71%	92%	0%
Public Commitment to the LGBTQ Community	70%	92%	0%
Average 2021 CEI Score	76%	92%	26%

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

	Fortune1000	2021 CEI Score
Walmart Inc.	1	100
Exxon Mobil Corp.	2	85
Apple Inc.	3	100
Berkshire Hathaway	4	20
Amazon.com Inc.	5	100
UnitedHealth Group Inc.	6	100
McKesson Corp.	7	100
CVS Health Corp.	8	90
AT&T Inc.	9	100
AmerisourceBergen Corp.	10	100
Chevron Corp.	11	100
Ford Motor Co.	12	80
General Motors Co.	13	90
Costco Wholesale Corp.	14	60
Google Inc.	15	100
Cardinal Health Inc.	16	100
Walgreen Co.	17	100
JPMorgan Chase & Co.	18	100
Verizon Communications Inc.	19	100
The Kroger Co.	20	100



Accelerating Global Equality

The business case for equality knows no borders

OVER THE NEARLY 20 YEAR HISTORY OF THE CORPORATE EQUALITY INDEX, ONE thing is patently clear: equality is good business. Being an LGBTQ-inclusive¹ employer is good for recruitment, retention, engagement and - ultimately - the bottom line. What began as largely U.S. and European efforts to create LGBTQ-inclusive workplaces is now a much larger conversation among international stakeholders. **In a global marketplace, equality knows no borders.**

Working hand-in-hand with businesses, HRC elevated the case that inclusion efforts could not stop at any one border. Employee mobility alone necessitates that LGBTQ employees have confidence that they are valued and protected members of the workforce wherever they are assigned. As multinational companies adopted inclusive policies and practices in the U.S. and elsewhere, HRC encouraged them to consider how this impacted the workforce in countries less friendly - both in terms of the law and the culture - to LGBTQ people. In 2016, the Corporate Equality Index criteria were expanded to require that companies with global operations extend their nondiscrimination policies across all their operations. This change helped drive wider adoption of nondiscrimination policies that include sexual orientation and gender identity protections. In 2016, 54% of CEI-rated companies had global operations and 95 percent of those extended their LGBTQ-inclusive nondiscrimination policies globally. With the 2021 CEI, **57** percent of rated companies have global operations and **99** percent extend those protections globally.

And the progress does not stop with nondiscrimination policies. Companies continue to double down on their global LGBTQ inclusion efforts through the expansion of equitable benefits and inclusive practices. Globally, companies are adopting critical benefits such as domestic partner recognition and transgender-inclusive healthcare benefits and deepening employee engagement efforts such as the expansion of employee resource groups for LGBTQ workers and their allies. While the CEI criteria do not currently assess these efforts, the CEI survey does collect information on global efforts to provide domestic partner benefits and transgender-inclusive benefits, support for global chapters of employee resource groups, and whether companies engage externally with LGBTQ communities outside the U.S.

Across all categories, a majority of companies report extending these benefits and inclusive practices beyond U.S. borders.

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

Inclusive Nondiscrimination Policies

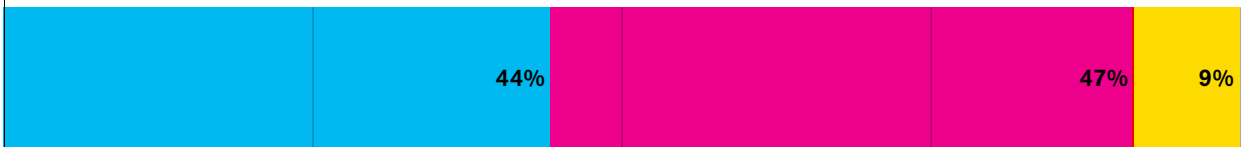
Global companies that extend their nondiscrimination protections for both Sexual Orientation and Gender Identity across their entire operations:

- All Countries
- Some Countries
- US Only



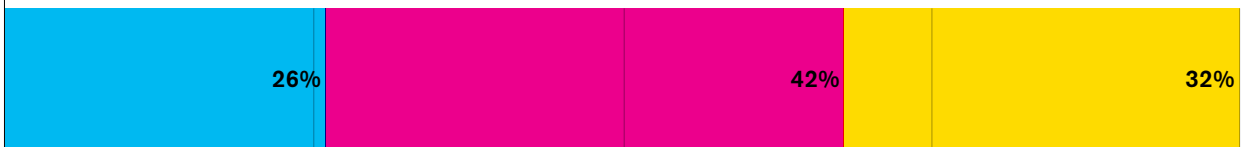
Domestic Partner Benefits

Of companies that offer domestic partner benefits, the benefits are extended globally:



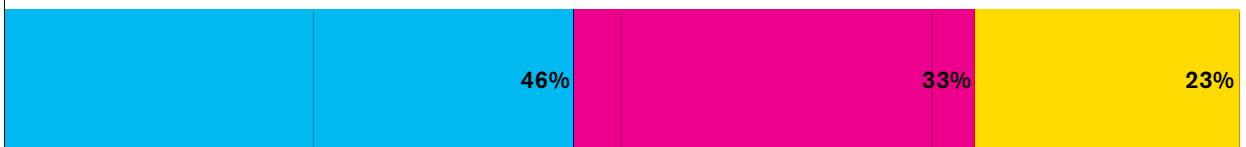
Transgender-Inclusive Benefits

Of companies that offer transgender-inclusive benefits, the benefits are extended globally:



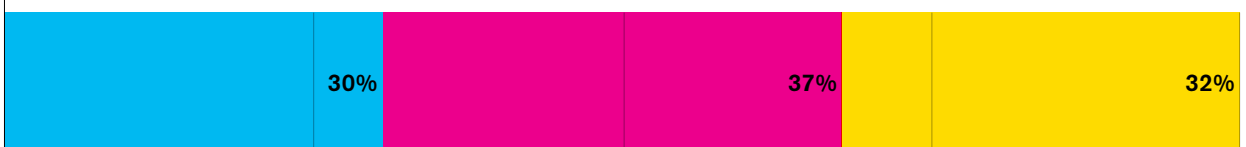
Employee Resource Groups

Of companies with an ERG, the ERG program is available globally:

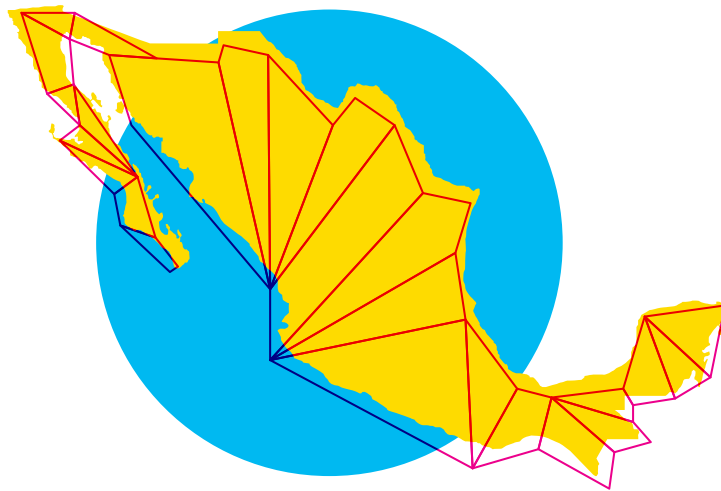


Public Commitment to the LGBTQ Community

Companies report engaging with the LGBTQ community outside of the U.S. through efforts such as marketing, advertising, recruitment efforts, philanthropic contributions, LGBTQ supplier diversity and public policy weigh-in:



25% 50% 75%



Spotlight: HRC's Equidad Programs

THANKS TO HRC'S WORK WITH COMPANIES in the U.S., hundreds of thousands of LGBTQ workers and their families benefit from inclusive workplace policies, practices and benefits. Following the unprecedented success of the CEI, with many U.S.-based multinationals eager to replicate practices across their global footprint, the HRC Foundation saw an opportunity to expand its work with the business community in the Americas.

With the CEI as a blueprint, HRC established a formal program aimed to grow LGBTQ-inclusive practices and policies across workplaces in Mexico. After years of working with corporate partners, civil society organizations and other stakeholders, including embassies and the American Chamber of Commerce, the HRC Foundation partnered with ADIL (Alianza por la Diversidad e Inclusión Laboral) to officially launch the **HRC Equidad MX: Global Workplace Equality Program** in 2016. Since its inception, the pioneering program — modeled after HRC's CEI — has experienced substantial growth in promoting LGBTQ-inclusive workplaces throughout the country.

The groundbreaking success of HRC Equidad MX is reflected in the increasing number of companies participating in the survey and achieving top ratings for LGBTQ workplace equality — for 2021, more than 200 employers earned top ratings

and the HRC Foundation's designation of "Best Places to Work for LGBT Equality" or "Mejores Lugares para Trabajar LGBT" in the 2021 HRC Equidad MX report. This represents a robust **77** percent increase in top-rated employers over the prior year and an **incredible 562 percent increase** since the program's inaugural report in 2018.

Next, the HRC Foundation expanded its LGBTQ workplace inclusion efforts to South America by partnering with Fundación Iguales, Chile's largest LGBTQ advocacy group, to promote LGBT inclusive policies and protections among Chilean businesses and corporations through HRC Equidad CL. Launched in 2018, the Chilean-based program assessed more than 30 companies in its inaugural 2019 report and 15 of them received the HRC Foundation's designation of "Mejores Lugares para Trabajar LGBT." For the latest report in 2020 the program grew by **103** percent, rating a total of **63** companies with **20** earning top marks. The 2021 Equidad CL report will be released later this year.

Through the CEI, Equidad MX and Equidad CL programs, the HRC Foundation has established guidelines to implement LGBTQ-inclusive policies, best practices and benefits across national and international corporations, impacting more than 39 million employees worldwide. Learn more at hrc.org/GlobalWorkplacePrograms.

Triple Winners

The following **12 companies** have the distinction of earning top scores on all three of HRC's Corporate Equality measures: the Corporate Equality Index, Equidad MX and Equidad CL:

Accenture
BASF
Boston Consulting Group
Deloitte
IBM
JPMorgan Chase & Co.
McKinsey & Co.
P&G
SAP
Sodexo
Uber
Walmart

Double Winners – Recognizing Growing Participation in Mexico

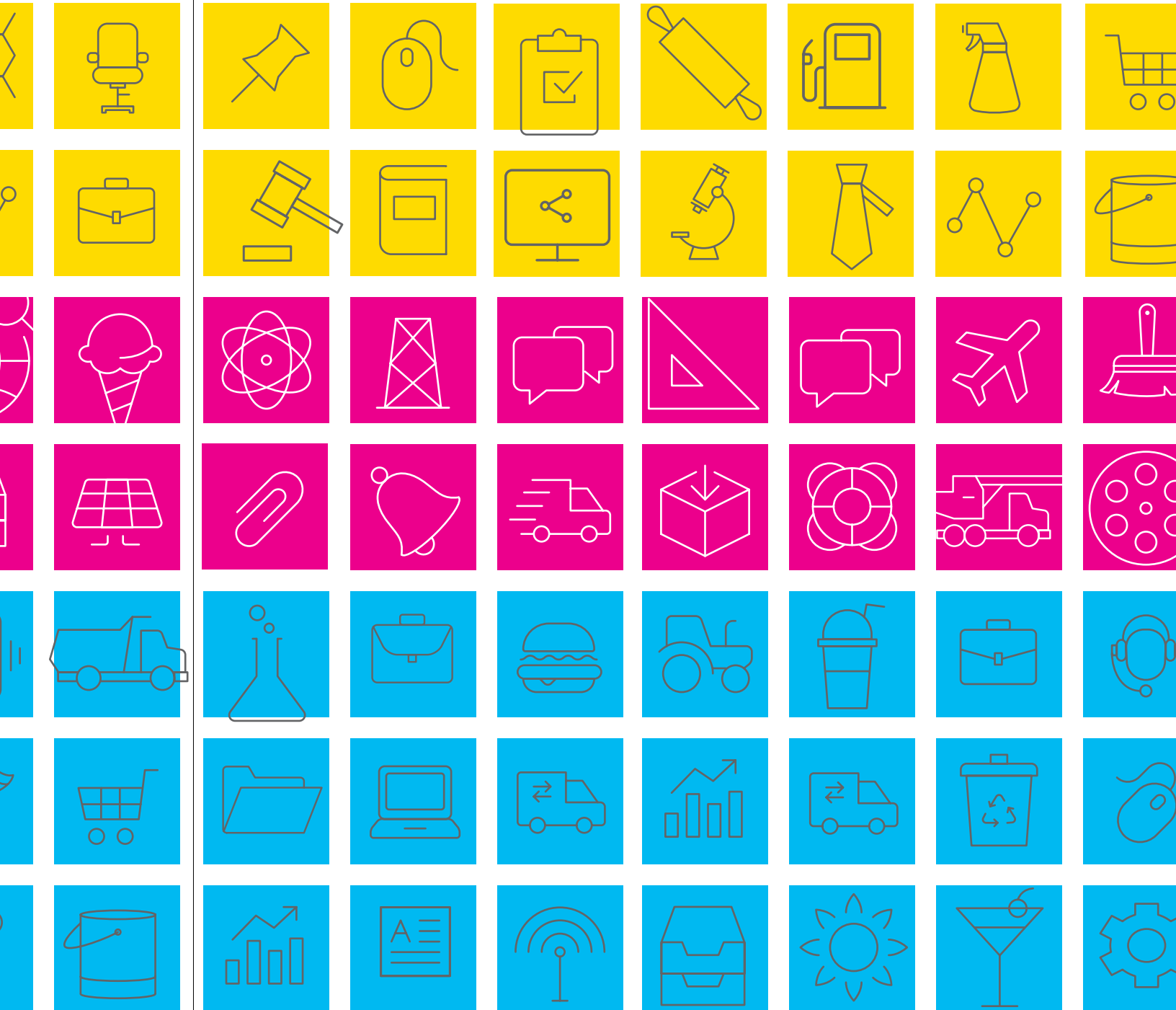
In addition to the triple winners, the following **68 companies** earned top marks on both the Corporate Equality Index and Equidad MX:

3M
Airbnb
Allianz
Amazon
American Airlines
American Express Company
Aon
AstraZeneca
AT&T
Bain & Company
Baker & McKenzie
Becton, Dickinson and Co.
Best Buy
Brown-Forman Corp.
Capgemini

Cargill
CBRE
Cisco Systems
Citigroup
The Coca-Cola Co.
Corteva Agriscience
Cummins
Cushman & Wakefield
Dell Technologies
Diageo
Dow
Eaton Corp.
EY
Facebook
Fleishman-Hillard
Google
Greenberg Traurig
Here Technologies
Herman Miller
HSBC
Hyatt Hotels Corp.
Intel
Johnson & Johnson
Kearney
Kellogg Co.
Lexmark International
ManpowerGroup

Marriott International Inc.
Mars Inc.
Mastercard
MetLife
Microsoft
Nielsen
Nike
Novartis
Ogilvy & Mather
Omnicom Group
Oracle
PayPal
PepsiCo
Pernod Ricard
Pfizer
PwC
Salesforce
Sanofi
Sephora
Shell
Siemens Corp.
Steelcase
TE Connectivity
Under Armour
Unilever
Warner Music





Findings

THE CORPORATE EQUALITY INDEX 2021 ASKED PARTICIPANTS A series of questions about LGBTQ-inclusive policies, practices and benefits. Those questions work to assess three categories of criteria, which are outlined in more detail in the [Scoring Criteria section beginning on page 30](#). Responses to some individual questions are reported in aggregate on the following pages to indicate national trends and facilitate benchmarking. Individual company scores based on the CEI criteria can be found online at www.hrc.org/cei/search.

Criteria 1 Workforce Protections

- Include sexual orientation
- Include gender identity

Criteria 2 Inclusive Benefits

- Spousal medical and other benefits
- Domestic partner medical and other benefits
- Transgender-inclusive health insurance

Criteria 3 Supporting an Inclusive Culture & Corporate Social Responsibility

- Internal education and training best practices
- LGBTQ employee resource group or diversity council
- Outreach or engagement with LGBTQ community
- Corporate social responsibility



Criteria 1

Workforce Protections

THE WORKFORCE PROTECTIONS CRITERIA OF THE CEI CALL FOR A WRITTEN employment nondiscrimination policy that includes both “sexual orientation” and “gender identity” across all operations. For companies with operations outside of the U.S., the policy must be extended across the global workforce. Lesbian, gay, bisexual, transgender and queer people continue to face discrimination in employment because of their sexual orientation and/or gender identity, creating a need for explicit nondiscrimination policies.



of CEI participants (1,142 of 1,142 respondents) documented that they include “sexual orientation” in their employment nondiscrimination policy.



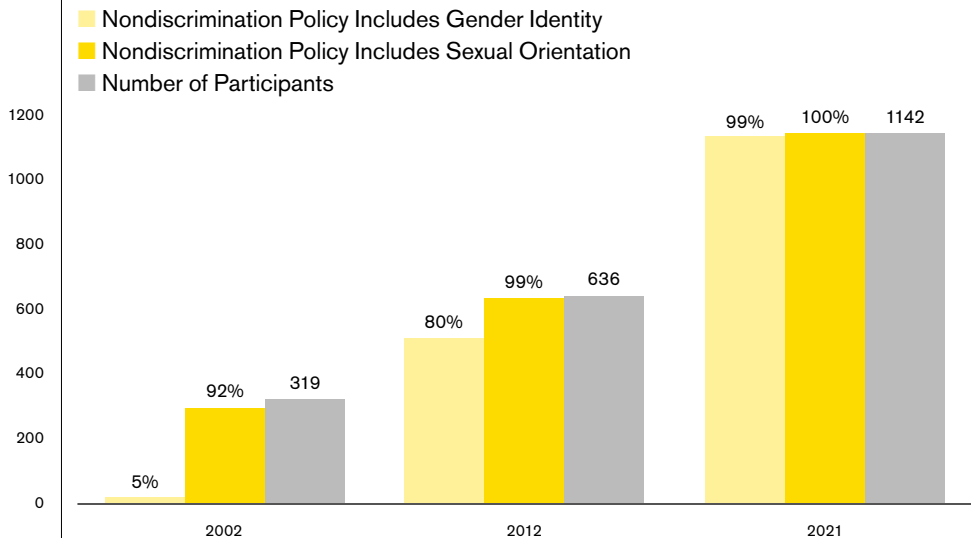
of CEI participants (1,139 of 1,142 respondents) documented that they include “gender identity” in their employment nondiscrimination policy.

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

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

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

A Changing Landscape: Nineteen Years of Driving Adoption of Inclusive Policies





The U.S. Supreme Court Affirms LGBTQ Nondiscrimination Protections in *Bostock v. Clayton County, Georgia*

ON JUNE 15, 2020, THE SUPREME COURT OF THE UNITED STATES issued a 6-3 decision confirming that discrimination on the basis of sexual orientation and gender identity are forms of “sex” discrimination and therefore are prohibited under the federal employment nondiscrimination law Title VII of the Civil Rights Act of 1964.

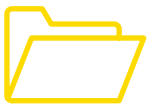
This landmark decision stemmed from three cases: *Altitude Express Inc. v. Zarda*; *Bostock v. Clayton County, Georgia*; and *R.G. & G.R. Harris Funeral Homes Inc. v. Equal Employment and Opportunity Commission*. The first two cases concerned gay men who were fired because of their sexual orientation, and the third, a transgender woman (Aimee Stephens) who was fired because of her gender identity. The Supreme Court consolidated these cases - now known as *Bostock v. Clayton County* - and issued a single opinion in which it held that “an employer who fires an individual merely for being gay or transgender violates Title VII.”

The decision is huge news for the LGBTQ community and has implications that will eventually reach civil rights laws forbidding discrimination in education, health care, housing and many more areas of law. It is important to note that while *Bostock* brings meaningful protections to many LGBTQ people, Title VII applies only to employers with 15 or more employees, leaving many LGBTQ workers without these critical protections.

The *Bostock* Decision & the CEI

While *Bostock* explains that discrimination on the basis of sex necessarily includes discrimination on the basis of sexual orientation and gender identity, those words are not explicitly enumerated. For this reason, the **Corporate Equality Index** criteria still require a company to have a nondiscrimination or equal employment opportunity policy that explicitly enumerates both “sexual orientation” and “gender identity.” Clearly stating sexual orientation and gender identity as protected characteristics remains a best practice to ensure employees and prospective employees, as well as managers and supervisors, understand the company’s commitment to nondiscrimination protections for LGBTQ people.

The decision is huge news for the LGBTQ community and has implications that will eventually reach civil rights laws forbidding discrimination in education, health care, housing and many more areas of law.



Criteria 2

Inclusive Benefits

IN THE U.S. EMPLOYER-PROVIDED HEALTH INSURANCE IS THE SINGLE LARGEST source of healthcare coverage. Competitive employer-provided benefits packages are critical to attracting and retaining talent. Widespread employer adoption of such packages helps to ensure that offering LGBTQ-inclusive benefits to employees and their families is a low-cost, high-return proposition for businesses. In addition, equitable benefits structures align with the principle of equal compensation for equal work. Apart from actual wages paid, benefits account on average for approximately 30 percent of employees' overall compensation (BOL 2019). By amending their benefits structures, employers ensure that they extend this valuable bundle of benefits to their workforce equitably, irrespective of sexual orientation and gender identity.

Most employers have reported an overall increase of less than 3.5 percent in total benefits costs when they implement partner benefits and marginal increases related to transgender-inclusive healthcare coverage (i.e. a fraction of a decimal point of cost calculations).

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 pace 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 underlies the inclusive benefits section of the CEI 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 LGBTQ employees and their families with the same benefits available to other employees across available benefits packages. For example, where routine care, hormone therapies and medically necessary surgeries are available to cisgender people (people who are not transgender), these same healthcare benefits must also be extended to transgender people covered by the plan. Many employers have begun to comprehensively address health insurance coverage for transgender individuals, and most have experienced insignificant or no premium increases as a result.

Continued Need for Partner Benefits

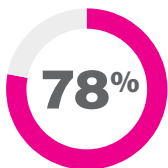
Since 2002, the CEI has required parity between spousal and partner benefits. After the *United States v. Windsor* and before the *Obergefell v. Hodges* Supreme Court rulings, HRC released a position paper cautioning against a marriage-only standard for accessing healthcare coverage, which is an unreasonable standard given the many other legal vulnerabilities that continue to affect LGBTQ individuals' freedom beyond their right to marry.

Since the 2015 U.S. Supreme Court decision in *Obergefell v. Hodges*, which brought marriage equality nationwide by ruling that marriage is a fundamental right to which same-sex couples should have the same access as opposite-sex couples, employers have sought to do the right thing in the name of equality and provide spousal benefits to both same- and different-sex married couples. Many employers assumed that the marriage ruling obviated the need for partner benefits; however, this is not true. While marriage equality is undoubtedly a monumental step toward full equality, LGBTQ individuals remain at risk for discrimination in many other aspects of daily life and these vulnerabilities continue to create barriers for many LGBTQ Americans to exercising their legal right to marry. In the absence of sexual orientation and gender identity protections through federal and consistent state law, LGBTQ individuals remain vulnerable to discrimination in housing, access to public places, federal funding, credit, education, jury service, and, in some cases, employment (for employees not covered under Title VII). While LGBTQ Americans can get legally married, this lack of guaranteed protection in other domains means a newly married LGBTQ couple are at risk for eviction from their home by a discriminatory landlord that sees their wedding photos on social media. Until LGBTQ Americans have full equality through the federal Equality Act, domestic partner benefits will remain an essential CEI standard that helps to fill the void left by federal and state law and ensure LGBTQ workers and their families receive equitable benefits whether married or partnered.

Domestic partner benefits do not only serve same-sex couples. In fact, over the last decade most businesses that have offered same-sex partner benefits also extended these to different-sex partners. In other words, businesses have increasingly recognized the value of decoupling benefits from the legal definition of marriage to meet the needs of their diverse workforces.

While HRC never changed its partner benefits mandate, a small number of companies moved to spousal benefits-only policies in the middle of the 2016 CEI season. Out of an abundance of understanding for participating companies, credit was given for spousal equivalent benefits in the 2016-18 CEIs. After wide-scale education and outreach efforts, the 2019 CEI resumed enforcement of the standard for both same- and different-sex domestic partner benefits. 732 businesses met the standard in 2019, 836 in 2020, and **893** in 2021. The CEI continues to reflect best practices for LGBTQ workers and their families.

While marriage equality is undoubtedly a monumental step toward full equality, LGBTQ individuals remain at risk for discrimination in many other aspects of daily life and these vulnerabilities continue to create barriers for many LGBTQ Americans to exercising their legal right to marry.



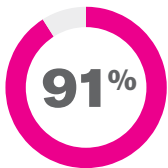
of CEI participants (893 of 1,142 respondents) documented that they provide inclusive benefits for same- and different-sex spouses and partners.

Understanding Transgender-Inclusive Healthcare Coverage

In 2004 the HRC Foundation identified transgender-inclusive healthcare coverage as a focus area for educational outreach and as a scored component of the CEI criteria.

From 2006 through 2011, a top CEI score meant businesses needed to mitigate at least one exclusion among five critical categories of transgender healthcare, 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 healthcare coverage steadily increased, a majority of CEI-rated businesses plateaued in offering mental healthcare coverage and/or short-term leave for surgical procedures and did not mitigate exclusions related to other medically necessary treatments.

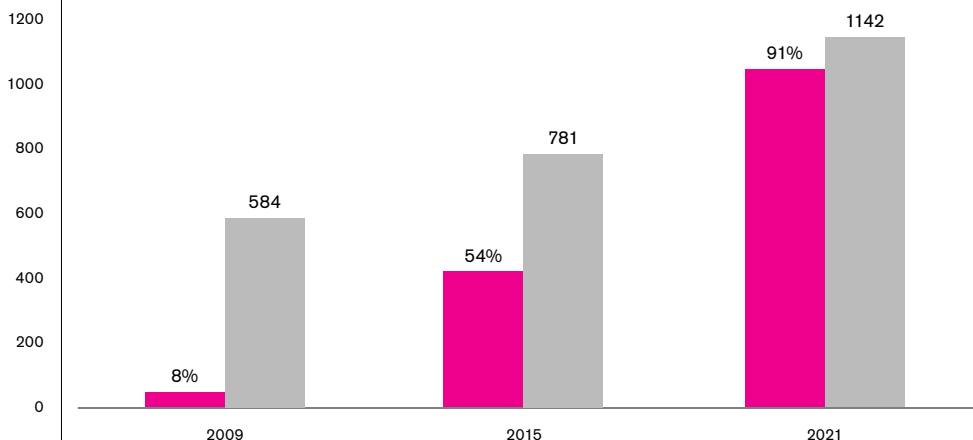
In 2009 the HRC Foundation announced a major change to what would be the 2012 CEI criteria: to earn a top rating of 100 percent, a business needed to not just mitigate one or more exclusions but address the root problem of transgender exclusion in coverage and fully affirm healthcare coverage for medically 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 healthcare 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 insurance plans; and collection and dissemination of cost and utilization data from leading businesses.



of CEI-rated businesses (a record 1,040 of 1,142 respondents) offer at least one transgender-inclusive plan option with current market standard coverage, up from 0 in 2002 and just 8% in the 2009 CEI report. This year, of the 1,040 businesses with at least one inclusive plan, 996 also eliminated all exclusions across plans.

Growth of Trans Benefits Over Time

■ Companies with transgender-inclusive healthcare benefits in at least one firm-wide plan
 ■ Number of Participants



Criteria 3

Supporting an Inclusive Culture & Corporate Social Responsibility



Internal Education and Training Best Practices

of CEI-rated employers (1,052 of 1,142 respondents) offer a robust set of practices (at least three efforts) to support organizational LGBTQ diversity competency.

Equitable policies and benefits are critical to LGBTQ inclusion in the workforce but alone are not sufficient to support a truly inclusive culture within a workplace. Employers recognize that beyond the letter of a policy, additional programming and educational efforts are necessary.

Ultimately, businesses invest in organizational competency programs because:

- **Policy does not equal practice;**
- **Despite progress, 46% of LGBTQ 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.**

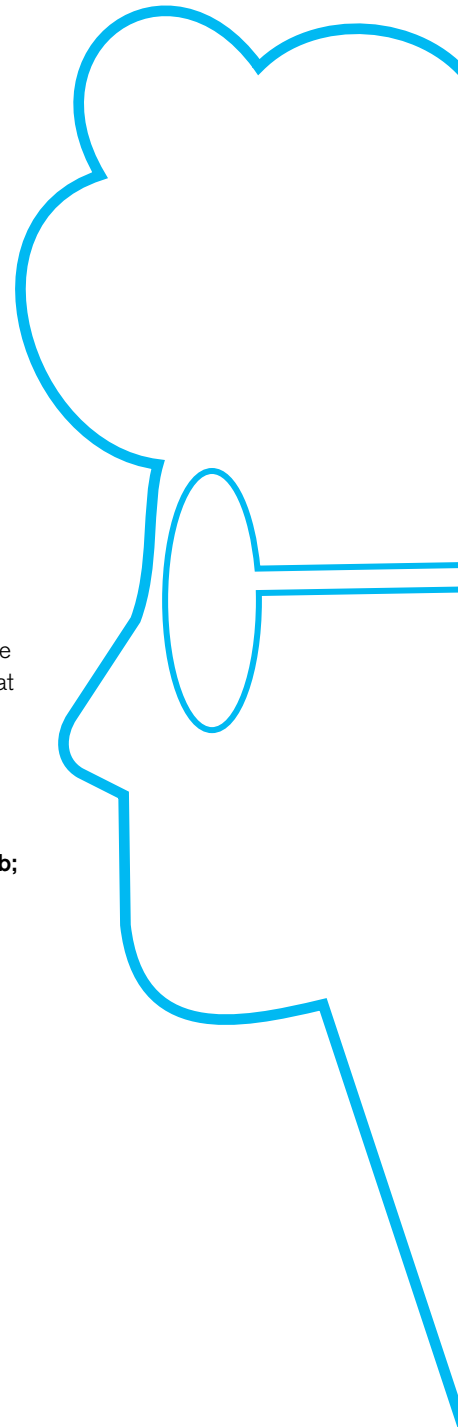
Many employers integrate educational programs into already existing diversity and inclusion programs. To obtain full credit in this criterion, employers must show at least three types of organizational competency programming. This comprehensive metric is provided as accountability for employers to devote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

Some of the most common forms of LGBTQ inclusion efforts are:

- **Diversity training programs such as new hire, manager and professional development training;**
- **LGBTQ metrics through self-identification programs;**
- **Performance evaluation mechanisms for senior leadership; and,**
- **Gender transition guidelines.**

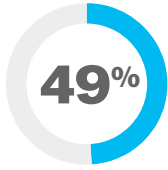


of CEI-rated employers (1,033 of 1,142 respondents) have training for New Hires that clearly states that the nondiscrimination policy includes gender identity and sexual orientation, and provides definitions or scenarios illustrating the policy for each.





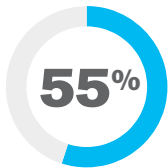
84% of CEI-rated employers (960 of 1,142 respondents) have Managers/ Supervisors undergo training that includes gender identity and sexual orientation as discrete topics (may be part of a broader training), and provides definitions or scenarios illustrating the policy for each.



49% of CEI-rated employers (570 of 1,142 respondents) allow employees the option to self-identify as LGBTQ in anonymous employee engagement surveys or as part of data collection on confidential employee forms or in the HRIS system.



54% of CEI-rated employers (624 of 1,142 respondents) have instituted Gender Transition Guidelines with supportive restroom, dress code and documentation guidance to proactively support transitioning employees, their managers and their colleagues.



55% of CEI-rated employers (570 of 1,142 respondents) include LGBTQ diversity metrics as part of senior management/ executive leadership performance standards.

LGBTQ Employee Resource Group or Diversity Council

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.

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* (available at www.hrc.org/climate) demonstrating that despite significant progress, 46% of LGBTQ workers say they are closeted at work.

The widely used *Transgender Inclusion in the Workplace: A Toolkit for Employers* (available at www.hrc.org/transtoolkit) 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.

These resources and additional materials to help employers close the gap between inclusive policy and practice can be found at www.hrc.org/transtoolkit.



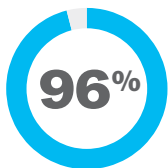
ERGs are great platforms for leadership opportunities for LGBTQ and allied employees to better their own work environments. In addition, the reach of many ERGs extends beyond the everyday affairs of an employer to policymaking, representing the employer at professional events and external activities, 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.



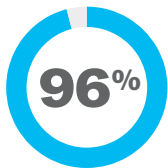
of CEI-rated employers (1,081 of 1,142 respondents) have an employee resource group or diversity council that includes LGBTQ and allied employees and programming.

Employees who do not identify as LGBTQ themselves, but are invested in equality and workplace inclusion are increasing their numbers within ERG ranks. While ERGs' mission statements are specific to LGBTQ inclusion, increasingly ally-identified colleagues are encouraged to join as membership is not limited to those who are LGBTQ but open to all supporters of equality.



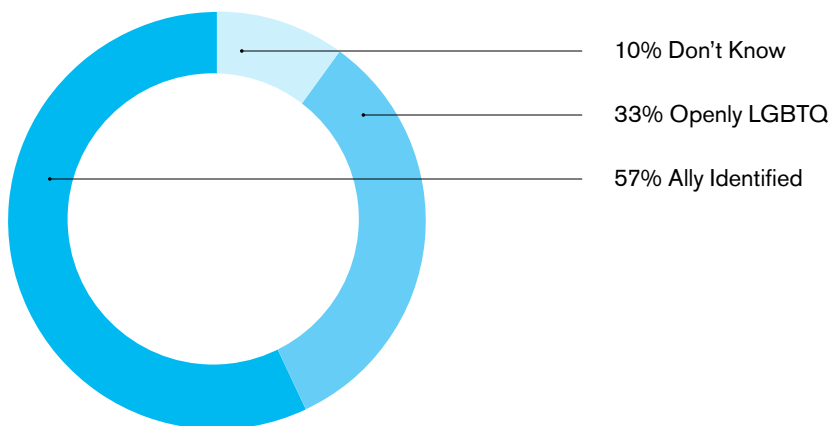
of those companies with an officially recognized LGBTQ employee group (938 of 974) report the ERG is expressly for LGBTQ and Allied employees.

ERGs have embraced Allies as critical supporters of the full LGBTQ community, as Allies bring their own unique voice and vantage point to workplace equality. The profile and impact of an employee resource groups is greatly enhanced by an active executive champion for the group.



of employee groups reported in the CEI (938 of 974) are sponsored by an executive champion.

A majority (57 percent) of executive champions identify as allies, while 33 percent reported being openly LGBTQ.





Outreach or Engagement with LGBTQ Community

Despite the disruption of the COVID-19 epidemic with cancellation of in-person events worldwide, CEI-rated businesses followed-through on their commitments to LGBTQ community engagement throughout the year largely by leveraging online and virtual engagement platforms.

of CEI-rated businesses (1,056 of 1,142 respondents) met the standard of demonstrating a least three efforts of public commitment to the LGBTQ community.

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 sponsorship efforts;**
- **LGBTQ-specific recruiting efforts;**
- **Philanthropic contributions;**
- **LGBTQ supplier diversity programs; and,**
- **Public policy weigh-in.**

Additionally, the CEI includes a set of standards around foundational giving to fully align a business's actions with its core values and to raise the bar for corporate social responsibility.

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

Recruiting

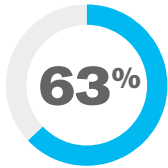
Professional events such as the annual Out & Equal Workplace Summit, Lavender Law conference and the Reaching Out MBA Conference and career expo are filled with highly-rated CEI employers looking to attract diverse employees. Employers' presence at these and other events sends a clear message to potential 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. While many of these recruiting events went to virtual platforms in 2020, CEI-rated businesses remained engaged.



of CEI-rated businesses (584 of 1,142 respondents) attended an LGBTQ-specific recruiting event or function.

Marketing & Advertising

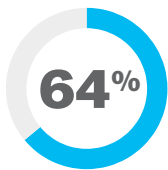
Ad campaigns and sponsorships further this message of company values to the public. Increasingly, ads with authentic images of LGBTQ people are featured in both LGBTQ media outlets and general press alike. Corporate philanthropic activities ranging from financial support to in-kind donations of products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



of CEI-rated businesses (728 of 1,142 respondents) ran LGBTQ-specific ads or marketing content or sponsored LGBTQ inclusive events such as Pride.

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.

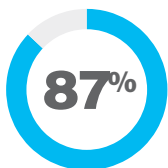


of CEI-rated businesses (732 of 1,142 respondents) provided philanthropic support via cash or in-kind donation to at least one LGBTQ specific organization.

Supplier Diversity

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

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



of CEI-rated businesses with supplier diversity programs (599 of 681) specifically include LGBTQ-owned enterprises in their programs.

These businesses are enjoying a multitude of benefits, including a supply chain that better reflects the diverse communities in which they operate, and in turn garnering sharper innovation and business solutions.

Corporate Social Responsibility

A business's nondiscrimination policies should not 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.

Supplier/Vendor Standards Include LGBTQ Nondiscrimination

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.



of rated employers in this year's CEI have supplier mandates with respect to nondiscrimination in place, and 99% of these mandates (1,020 of 1,030 companies) explicitly include sexual orientation and gender identity alongside other named categories.

Philanthropic 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.



of CEI-rated businesses (971 of 1,142 respondents) have written giving guidelines that prohibit philanthropic support of non-religious organizations with an explicit policy of discrimination towards LGBTQ people.

Spotlight: Equality in the Public Square

SINCE 2015, THE RATES OF CORPORATE ENGAGEMENT ON MATTERS OF LGBTQ EQUALITY UNDER the law and LGBTQ-related public policy have skyrocketed. Ever since the historic *Obergefell* decision enshrining marriage equality as the law of the land, state legislators across the country have responded with a proliferation of hundreds of anti-LGBTQ bills.

Businesses, however, decidedly oppose these discriminatory bills. Over the last six years, businesses have repeatedly spoken out and rebuked attempts from state-to-state to undermine LGBTQ civil rights at record rates. Corporate leaders are driven not only by principle but also by the understanding that anti-LGBTQ bills that attempt to curb access to public services for transgender people, or deny basic services to LGBTQ families, or preempt local nondiscrimination ordinances put their employees, their employees' families, and their customers at risk. Plainly, they are bad for business.

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



HRC's Business Coalition for the Equality Act is a group of over **320** 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 12.3 million people in the U.S., command over \$5.7 trillion in revenue and have operations in all 50 states.**

The Equality Act creates clear, consistent protections to prohibit discrimination on the basis of sexual orientation and gender identity in employment ensuring that LGBTQ employees are hired, fired, and promoted based on their performance. In addition, the bill provides protections from discrimination for LGBTQ people in housing, credit, and jury service. The bill would also prohibit discrimination in public spaces and services, and federal funding on the basis of sex, sexual orientation, and gender identity.

Private sector support for the federal Equality Act surged in the last year. At present, over 320 major employers are signatories on HRC's Business Coalition for the Equality Act.

3M Co.
Abercrombie & Fitch Co.
Accenture
Adobe Inc.
ADP
Advance Auto Parts (Advance Holding)
Advanced Micro Devices Inc.
Airbnb Inc.
Airbus Americas Inc.
Alaska Airlines
Alcoa Corp.
AlixPartners LLP
Alliance Data Systems Corp.
Ally Financial Inc.
Altice USA Inc.
Altria Group Inc.
Amalgamated Bank
Amazon.com Inc.
American Airlines
American Eagle Outfitters Inc.
American Express Company
American Express Global Business Travel
American Honda Motor Co.
Ameriprise Financial Inc.
AMN Healthcare Services Inc.

Apple Inc.
Applied Materials Inc.
Arconic
Asana, Inc.
Ascena Retail Group Inc.
Aspen Skiing Company LLC
Asurion LLC
AT&T Inc.
Atlassian
Avnet Inc.
AXA Equitable Life
Bain & Co. Inc./ Bridgespan Group
Bank of America Corp.
BASF Corp.
Bayer U.S. LLC
BBVA USA
Becton, Dickinson and Co.
Best Buy Co. Inc.
Biogen
BioMarin Pharmaceutical Inc.
Bird Rides Inc.
BNP Paribas
Boehringer Ingelheim USA Corp.
Booz Allen Hamilton Inc.
Boston Scientific Corp.



Box Inc.
 Bridgestone Americas Holding Inc.
 Bright Horizons
 Bristol Myers Squibb
 Broadridge Financial Solutions Inc.
 Brown Rudnick LLP
 Brown-Forman Corp.
 Buckley LLP
 Burson Cohn & Wolfe
 Caesars Entertainment Corp.
 California Water Service Group
 Capital One Financial Corp.
 Cardinal Health Inc.
 Cargill Inc.
 Cengage Learning Inc.
 Chevron Corp.
 Chobani
 Choice Hotels International Inc.
 Cisco Systems Inc.
 Citigroup Inc.
 Citrix Systems Inc.
 CME Group Inc.
 CNA Financial Corporation
 The Coca-Cola Co.
 Compass Real Estate LLC
 Converse Inc.
 Corning
 Cox Enterprises Inc.
 CSAA Insurance Group
 Cummins Inc.
 CVS Health Corp.
 Daniel J. Edelman Inc.
 Danone North America
 Darden Restaurants Inc.
 Day Pitney LLP
 Debevoise & Plimpton LLP
 Dell Technologies Inc.
 Deloitte LLP
 Delta Air Lines Inc.
 The Depository Trust & Clearing Corp.
 Diageo North America
 Domino's Pizza Inc.
 Dow
 Dropbox Inc.
 E*TRADE Financial Corp.
 E. I. du Pont de Nemours and Co. (DuPont)
 Eastern Bank Corporation
 Eaton Corp.
 eBay Inc.
 Ecolab Inc.
 Edison International
 EMD Serono, MilliporeSigma, and EMD Performance Materials
 Empower Retirement
 Ericsson Inc.
 Ernst & Young LLP
 The Estée Lauder Companies Inc.
 Evolent Health Inc.
 Exelon Corp.
 Expedia Group
 Facebook Inc.
 First Data Corp.
 Fiserv Inc.
 Food Lion, LLC
 Fossil Group Inc.
 Gap Inc.
 General Electric Co.
 General Mills Inc.
 General Motors Co.
 The GIANT Company
 Giant of Maryland LLC
 Gilead Sciences Inc.
 Glassdoor Inc.
 GlaxoSmithKline LLC
 GODADDY Inc.

Google Inc.
 The Guardian Life Insurance Co. of America
 Guidehouse
 Halstead Real Estate
 Hannaford Supermarkets
 HERE North America LLC
 The Hershey Co.
 Hess Corp.
 Hewlett Packard Enterprise Co.
 HILTON
 Hiscox USA
 Hogan Lovells US LLP
 Holland & Knight LLP
 Host Hotels & Resorts Inc.
 HP Inc.
 HSF Affiliates LLC
 HSN Inc.
 Hughes Hubbard & Reed LLP
 Hyatt Hotels Corp.
 IBM Corp.
 IDEX Corp.
 IHS Markit Ltd.
 IKEA Holding US Inc.
 Information Resources Inc.
 Ingersoll-Rand Company
 Insight Enterprises Inc.
 Intel Corp.
 InterContinental Hotels Group Americas
 International Flavors & Fragrances
 Iron Mountain Inc.
 Jacobs Engineering Group Inc.
 Jenner & Block LLP
 John Hancock Financial Services Inc.
 Johnson & Johnson
 JPMorgan Chase & Co.
 JSX
 Juniper Networks Inc.
 Kabbage Inc.
 Kaiser Permanente
 Kearney
 Keep Truckin, Inc.
 Keller Williams Realty Inc.
 Kellogg Co.
 Kenneth Cole Productions Inc.
 KeyCorp
 Kind LLC
 The Knot Worldwide
 KPMG LLP
 Lendlease Americas Inc.
 Levi Strauss & Co.
 Linden Research Inc.
 Lord, Abbett & Co. LLC
 Lowenstein Sandler LLP
 Lush Fresh Handmade Cosmetics
 Lyft Inc.
 Macy's Inc.
 ManpowerGroup
 Marriott International Inc.
 Mars Inc.
 Marsh & McLennan Companies Inc.
 Massachusetts Mutual Life Insurance Co.
 Mastercard
 McAfee LLC
 McCormick & Company Inc.
 McKesson Corp.
 McKinsey & Co. Inc.
 McKinstry Co. LLC
 Medtronic PLC
 Merck
 Meredith Corp.
 MGM Resorts International
 Micron Technology Inc.
 Microsoft Corp.
 MillerCoors LLC



Mitchell Gold + Bob Williams
 Mondelez International Inc.
 Moody's Corp.
 Morgan Stanley
 Morgan, Lewis & Bockius LLP
 Morningstar Inc.
 Morris, Manning & Martin LLP
 NASDAQ Inc.
 National Grid USA
 Nationwide
 Navient
 Nestlé USA Inc.
 Netflix Inc.
 New Belgium Brewing Company
 Nielsen
 Nike Inc.
 Nordstrom Inc.
 Northrop Grumman Corp.
 NortonLifeLock
 Nuance Communications
 Ocean Spray Cranberries Inc.
 Office Depot Inc.
 Oracle Corp.
 Owens Corning
 Palo Alto Networks
 Pariveda Solutions Inc.
 Patreon Inc.
 Paul Hastings LLP
 PayPal Holdings Inc.
 Peloton Interactive Inc.
 PepsiCo Inc.
 PetSmart Inc.
 Pfizer Inc.
 PG&E Corp.
 Philip Morris International Inc.
 Pinterest Inc.
 Pioneer Natural Resources Company
 The PNC Financial Services Group Inc.
 Porter Wright Morris & Arthur LLP
 Power Home Remodeling
 PricewaterhouseCoopers LLP
 Principal Financial Group
 Procter & Gamble Co.
 Pure Storage Inc.
 PVH Corp.
 QUALCOMM Inc.
 Re/Max LLC
 Realogy Holdings Corp.
 Red Hat Inc.
 Redfin Corp.
 Replacements Ltd.
 Rockwell Automation Inc.
 Royal Bank of Canada
 S&P Global Inc.
 Salesforce
 SAP America Inc.
 Seagate Technology plc
 Sheppard, Mullin, Richter & Hampton LLP
 Shire PLC
 Shook, Hardy & Bacon LLP
 Shutterstock Inc.
 Siemens Corp.
 Sodexo Inc.
 Sony Electronics Inc.
 Southwest Airlines Co.
 Spotify USA Inc.
 Square Inc.
 Stanley Black & Decker Inc.
 Starbucks Corp.
 Steelcase Inc.
 SUEZ Water Technologies and Solutions
 Sun Life
 SurveyMonkey Inc.
 Synchrony

SYSCO Corp.
 Takeda Pharmaceuticals USA Inc.
 Target Corp.
 TD Ameritrade
 TD Bank, N.A.
 Tech Data Corp.
 TEGNA Inc.
 Tesla Inc.
 Teva Pharmaceutical USA Inc.
 Texas Instruments Inc.
 TIAA
 T-Mobile USA Inc.
 TPG Global LLC
 TransUnion
 TripAdvisor Inc.
 Truist Financial
 Turner Construction Co.
 Twitter Inc.
 U.S. Bancorp
 Uber Technologies Inc.
 UKG (Ultimate Kronos Group)
 Under Armour Inc.
 Unilever
 Union Pacific Corp.
 United Airlines Holdings, Inc.
 United Parcel Service Inc.
 Univar Solutions Inc.
 Univision Communications Inc.
 Vanguard Group Inc.
 Verizon Communications Inc.
 ViiV Healthcare Company
 Visa
 Warby Parker
 Warner Music Inc.
 WE Communications
 Wellmark Inc.
 Wells Fargo & Co.
 Western Digital Corp.
 Whirlpool Corp.
 Williams-Sonoma Inc.
 Workday Inc.
 Wyndham Hotels & Resorts Inc.
 Xcel Energy Inc.
 Xerox Corp.
 Xperi Holdings Corporation
 Xylem Inc.
 Yelp Inc.
 Yext Inc.
 ZenPayroll Inc. dba Gusto
 Zillow Group
 Zimmer Biomet Holdings Inc.

Corporate Equality Index 2021

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 categories of criteria:

- **Nondiscrimination 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 officially rated from the first CEI to the present has expanded from 319 to 1,142**, encompassing all major industry sectors. Invitations and Participation

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 (2019 Fortune 1000) and**
- **American Lawyer magazine's top 200 revenue grossing law firms (2019 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 lists and when contact lists are made available, the ranking year lags the CEI survey year by one year and the publication year by up to two years.*

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 2021 survey were emailed and mailed in June 2020 and responses were due back September 2020. If a business had previously participated in the CEI, surveys were first sent to the individuals responsible for prior submissions. If a business had not previously participated in the CEI, surveys were sent to the chief executive officer or managing partner of the firm, as well as the highest-level executive/s responsible for human resources, diversity, communications or community engagement when it was possible to obtain their contact information. The information required to generate CEI ratings for businesses is difficult to ascertain from public records alone. In addition to the self-reporting provided through the CEI survey, we investigated and cross-checked the policies and practices of the rated businesses, any connections with organizations that engage in anti-LGBTQ activities and news accounts of 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 was published.

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 Appendix A. The HRC Foundation proactively evaluates these **113** Fortune-ranked companies for two key reasons:

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

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

The HRC Foundation commends those employers that have committed to the public and transparent process of the CEI survey and we invite these **113** companies to do the same.

In total, the CEI 2021 contains official ratings for **366** Fortune 500 businesses, **476** Fortune 1000 businesses, **166** law firms and **500** additional major businesses. **With the additional 113 Fortune 500 businesses that have unofficial ratings, the total of rated businesses is 1,255. Findings in the 2021 CEI report are based on the 1,142 officially rated businesses.**

Scoring Criteria

Criteria 1	<p>Workforce Protections (30 points possible)</p> <p>a. Policy includes sexual orientation for all operations</p> <p>b. Policy includes gender identity or expression for all operations</p>	<p>15 points</p> <p>15 points</p>
Criteria 2	<p>Inclusive Benefits (30 points possible)</p> <p><i>To secure full credit for benefits criteria, each benefit must be available to all benefits-eligible U.S. employees. In areas where more than one health insurance plan is available, at least one inclusive plan must be available</i></p> <p>a. Equivalency in same- and different-sex spousal medical and soft benefits</p> <p>b. Equivalency in same- and different-sex domestic partner medical and soft benefits</p> <p>c. Equal health coverage for transgender individuals without exclusion for medically necessary care</p> <ul style="list-style-type: none"> ● Equal health coverage for transgender individuals without exclusions for medically necessary care <ul style="list-style-type: none"> ○ 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: <ul style="list-style-type: none"> ◆ 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 	<p>10 points</p> <p>10 points</p> <p>10 points</p>
Criteria 3	<p>Supporting an Inclusive Culture & Corporate Social Responsibility (40 points possible)</p> <p>a. Three LGBTQ Internal Training and Education Best Practices <i>Businesses must demonstrate a firm-wide, sustained and accountable commitment to diversity and cultural competency, including at least three of the following elements:</i></p> <ul style="list-style-type: none"> ● 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 	<p>10 points</p>

- 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

15 points

Businesses must demonstrate ongoing LGBTQ-specific engagement that extends across the firm, including at least three of the following:

- 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 nondiscrimination 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 2021 Top Score

100 points



Best Places to Work for LGBTQ Equality 2021

THE HUMAN RIGHTS CAMPAIGN FOUNDATION IS

proud to recognize the following 767 businesses that met all the criteria to earn a 100 percent rating and the designation of being a 2021 “Best Place to Work for LGBTQ Equality.” Top-rated CEI employers come from nearly every industry and region of the United States. To earn top ratings, these employers took concrete steps to establish and implement comprehensive policies, benefits and practices that ensure greater equity for LGBTQ workers and their families.

3M Co.
 AbbVie Inc.
 Abercrombie & Fitch Co.
 Accenture
 Activision Blizzard
 Adidas North America Inc.
 Adobe Inc.
 ADP
 Advanced Micro Devices Inc.
 AECOM
 AIG
 Air Liquide US, LLC
 Air Products & Chemicals Inc.
 Airbnb Inc.
 Airbus Americas Inc.
 Airlines Reporting Corporation (ARC)
 Akamai Technologies Inc.
 Akerman LLP
 Akin, Gump, Strauss, Hauer & Feld LLP
 Alight Solutions
 AlixPartners LLP
 AllianceBernstein LP
 Alliant Energy Corp.
 Allianz Life Insurance Co. of North America
 Ally Financial Inc.
 Alston & Bird LLP
 Altice USA Inc.
 Altria Group Inc.
 Amalgamated Bank
 Amazon.com Inc.
 AMC Entertainment Inc.
 Ameren Corp.
 American Airlines
 American Electric Power Co. Inc.
 American Express Company
 American Express Global Business Travel

American Family Mutual Insurance Company, S.I
 AmerisourceBergen Corp.
 Amgen Inc.
 Anheuser-Busch Companies Inc.
 Anschutz Entertainment Group, Inc.
 Anthem Inc.
 Aon plc
 Apollo Global Management Inc.
 Apple Inc.
 Applied Materials Inc.
 AQR Capital Management LLC
 Aramark Corp.
 Arcadis U.S. Inc.
 Arconic
 Arent Fox LLP
 Ares Management LLC
 Armstrong Teasdale LLP
 Arnold & Porter Kaye Scholer LLP
 Arrow Electronics
 Arthur J. Gallagher & Co.
 Arup USA Inc
 Ascena Retail Group Inc.
 Assurant
 Astellas Pharma US Inc.
 AstraZeneca PLC
 Asurion LLC
 AT&T Inc.
 Atlassian
 Autodesk Inc.
 Avient Corporation
 Avita Pharmacy
 AXA Equitable Life
 Axiom Global Inc.
 BAE Systems Inc.
 Bain & Co. Inc./ Bridgespan Group
 Baker & Hostetler LLP
 Baker & McKenzie LLP
 Baker Botts LLP
 Ball Corp.
 Ballard Spahr LLP
 Bank of America Corp.
 The Bank of New York Mellon Corp.
 Bank of the West
 Barclays
 Barilla America Inc.
 Barnes & Noble Inc.
 BASF Corp.
 Bass, Berry & Sims PLC
 Baxter International Inc.
 Bayer U.S. LLC
 BBVA USA
 Beam Suntory
 Becton, Dickinson and Co.
 Ben & Jerry's Homemade Inc.
 Berkshire Bank
 Best Buy Co. Inc.
 Biogen
 BioMarin Pharmaceutical Inc.
 Black & Veatch Holding Inc.
 Black Knight Inc.
 BlackRock
 The Blackstone Group LP
 Blank Rome LLP
 Bloomberg LP
 Blue Cross & Blue Shield of Rhode Island
 Blue Cross Blue Shield of Florida Inc.
 Blue Cross Blue Shield of Massachusetts
 Blue Cross Blue Shield of Minnesota
 Blue Shield of California



BlueCross BlueShield of Tennessee
 BMO Financial Corp.
 BNP Paribas
 Boehringer Ingelheim USA Corp.
 Boies Schiller Flexner LLP
 Booz Allen Hamilton Inc.
 Boston Consulting Group
 Boston Scientific Corp.
 BounceX
 Box Inc.
 BP America Inc.
 Bridgewater Associates LP
 Bristol Myers Squibb
 Broadridge Financial Solutions Inc.
 Brooks Sports Inc.
 Brown Advisory
 Brown Brothers Harriman & Co.
 Brown Rudnick LLP
 Brown-Forman Corp.
 Brownstein Hyatt Farber Schreck LLP
 Bryan Cave Leighton Paisner LLP
 Buchanan Ingersoll & Rooney PC
 Buckley LLP
 BuzzFeed
 C&S Wholesale Grocers Inc.
 Cadence Design Systems
 Cadwalader, Wickersham & Taft LLP
 Caesars Entertainment Corp.
 Cambia Health Solutions Inc.
 Cambridge Associates LLC
 Capgemini America, INC
 Capital Area Services Company, LLC (CASCI)
 The Capital Group Companies Inc.
 The Capital Markets Company NV
 Capital One Financial Corp.
 Cardinal Health Inc.
 CareFirst Inc.
 Cargill Inc.
 Cargo Transporters Inc.
 Carlson Inc.
 Carlton Fields P.A.
 The Carlyle Group LP
 CarMax Inc.
 Carnival Corp.
 Carrier Global Corporation
 CBRE Inc.
 CDW Corp.
 Celanese Corp.
 Celgene Corp.
 Cengage Learning Inc.
 Centene Corp.
 Cerner Corp.
 CGI
 Chapman and Cutler LLP
 Charles Schwab & Co. Inc.
 Chemonics International Inc
 Chevron Corp.
 Chipotle Mexican Grill Inc.
 Choate, Hall & Stewart LLP
 Chobani
 Choice Hotels International Inc.
 Chubb Ltd.
 CIGNA Corp.
 Cimpress USA Inc
 Cisco Systems Inc.
 CIT Group Inc.
 Citigroup Inc.
 Citizens Financial Group
 Citrix Systems Inc.

Cleary Gottlieb Steen & Hamilton LLP
 The Clorox Co.
 Cloudflare Inc
 CME Group Inc.
 CNA Financial Corporation
 The Coca-Cola Co.
 Colgate-Palmolive Co.
 Comcast NBCUniversal
 Comerica Inc.
 Community Care Behavioral Health Organization
 Conagra Brands Inc.
 ConocoPhillips
 Constellation Brands Inc.
 Cooley LLP
 Cooper Tire & Rubber Co.
 Corteva Agriscience
 The Cosmopolitan of Las Vegas
 Covington & Burling LLP
 Cox Enterprises Inc.
 Cozen O'Connor
 Credit Suisse USA Inc.
 CrowdStrike Inc.
 Crowell & Moring LLP
 CSAA Insurance Group
 Cubic Corporation
 Cummins Inc.
 CUNA Mutual Group
 Cushman & Wakefield
 Danaher Corp.
 Danone North America
 Davis Polk & Wardwell LLP
 Davis Wright Tremaine LLP
 Day Pitney LLP
 Debevoise & Plimpton LLP
 Dechert LLP
 Dell Technologies Inc.
 Deloitte LLP
 Dentons US LLP
 The Depository Trust & Clearing Corp.
 Designer Brands
 Deutsche Bank
 Diageo North America
 Dickinson Wright PLLC
 Digitas
 Discover Financial Services
 DLA Piper
 Dominion Energy
 Dorsey & Whitney LLP
 Dow
 Dropbox Inc.
 Duane Morris LLP
 Duke Energy Corp.
 The Dun & Bradstreet Corp.
 Dunkin' Brands Group Inc.
 Dykema Gossett PLLC
 E&J Gallo Winery
 E. I. du Pont de Nemours and Co. (DuPont)
 EAB
 Eastern Bank Corporation/Eastern Bankshares, Inc.
 Eastman Chemical Co.
 Eastman Kodak Co.
 Eaton Corp.
 Eaton Vance
 eBay Inc.
 Ecolab Inc.
 Edison International
 Edward Jones
 Egon Zehnder International Inc.
 Electronic Arts Inc.



Eli Lilly & Co.
 EMD Serono, MilliporeSigma, and EMD Performance
 Materials
 Emerson Electric Co.
 Enbridge
 Epsilon Data Management LLC
 Ericsson Inc
 Ernst & Young LLP
 The Estée Lauder Companies Inc.
 Etsy Inc.
 Eversheds Sutherland (US) LLP
 Evolent Health Inc.
 Exelon Corp.
 Expedia Group
 Experian North America
 Facebook Inc.
 FactSet Research Systems Inc.
 Faegre Drinker Biddle & Reath LLP
 Farmers Insurance Group
 Federal Home Loan Mortgage Corp. (Freddie Mac)
 Federal National Mortgage Association (Fannie Mae)
 Federal Reserve Bank of Atlanta
 Federal Reserve Bank of Boston
 Federal Reserve Bank of Chicago
 Federal Reserve Bank of Cleveland
 Federal Reserve Bank of Kansas City
 Federal Reserve Bank of Minneapolis
 Federal Reserve Bank of New York
 Federal Reserve Bank of Philadelphia
 Federal Reserve Bank of Richmond
 Federal Reserve Bank of San Francisco
 Federal Reserve Bank of St Louis
 Fenwick & West LLP
 Fidelity National Information Services Inc.
 Fifth Third Bancorp
 Financial Industry Regulatory Authority Inc.
 Finnegan, Henderson, Farabow, Garrett & Dunner LLP
 First American Financial Corp.
 Fiserv Inc.
 Fish & Richardson PC
 Fisher & Phillips LLP
 Fitch Group Inc
 Fleishman-Hillard Inc.
 FMC Corp.
 Foley & Lardner LLP
 Foley Hoag LLP
 Food Lion, LLC
 Fortive Corp.
 Fossil Group Inc.
 Fox Corporation
 Fox Rothschild LLP
 Franklin Templeton Investments
 Fredrikson & Byron
 Fried, Frank, Harris, Shriver & Jacobson LLP
 Frost Brown Todd LLC
 Fujitsu America, Inc.
 GameStop Corp.
 Gannett Co. Inc.
 Gap Inc.
 Gartner Inc.
 GE Appliances
 Genentech Inc.
 General Mills Inc.
 Genesco Inc.
 Genworth Financial Inc.
 Gerson Lehrman Group Inc
 The GIANT Company
 Giant Eagle Inc.
 Giant of Maryland LLC

Gibson, Dunn & Crutcher LLP
 Gilead Sciences Inc.
 GlaxoSmithKline LLC
 Global Payments Inc.
 GODADDY Inc.
 The Goldman Sachs Group Inc.
 Goodwin Procter LLP
 Google Inc.
 Gordon Rees Scully Mansukhani, LLP
 Goulston & Storrs
 Grant Thornton LLP
 Great River Energy
 Greenberg Traurig LLP
 Groupon Inc.
 The Guardian Life Insurance Co. of America
 Guidehouse
 H&R Block Inc.
 Hallmark Cards Inc.
 Hannaford Supermarkets
 The Hanover Insurance Group Inc.
 The Hartford Financial Services Group Inc.
 Harvard Pilgrim Health Care Inc.
 Hasbro Inc.
 Haven Behavioral Healthcare
 Haynes and Boone LLP
 Health Care Service Corp.
 Henry Schein Inc.
 HERE North America LLC
 Herman Miller Inc.
 The Hershey Co.
 Hertz Global Holdings Inc.
 Hewlett Packard Enterprise Co.
 Highmark Blue Cross Blue Shield Delaware
 Highmark Inc.
 Highmark West Virginia
 Hilti Inc.
 HILTON
 Hinshaw & Culbertson LLP
 Hogan Lovells US LLP
 Holland & Hart LLP
 Holland & Knight LLP
 Horizon Blue Cross Blue Shield of New Jersey
 HP Inc.
 HSBC USA
 Humana Inc.
 Huntington Bancshares Inc.
 Hunton Andrews Kurth LLP
 Huron Consulting Group Inc.
 Husch Blackwell LLP
 Hyatt Hotels Corp.
 Hyundai Motor America
 IAC/InterActiveCorp.
 IBM Corp.
 Ice Miller LLP
 IHS Markit Ltd.
 IKEA Holding US Inc.
 Illumina
 Impossible Foods
 Indeed Inc.
 Information Resources Inc.
 Ingram Micro
 Instacart
 Intel Corp.
 InterContinental Hotels Group Americas
 International Flavors & Fragrances
 Interpublic Group of Companies Inc.
 Intrado
 Intuit Inc.
 Invesco Ltd.



Iron Mountain Inc.
 J. Crew Group, LLC
 Jackson Lewis PC
 Jacobs Engineering Group Inc.
 Janus Henderson Investors
 Jenner & Block LLP
 JLL
 John Hancock Financial Services Inc.
 John Wiley & Sons Inc.
 Johnson & Johnson
 JPMorgan Chase & Co.
 JSX
 K&L Gates LLP
 Kaiser Permanente
 Katten Muchin Rosenman LLP
 Kearney
 Kelley Drye & Warren LLP
 Kellogg Co.
 Kelly Services Inc.
 Kering Americas Inc.
 Keurig Dr Pepper Inc.
 KeyCorp
 Kilpatrick Townsend & Stockton LLP
 Kimpton Hotel & Restaurant Group LLC
 King & Spalding LLP
 Kirkland & Ellis LLP
 KKR & Co. LP
 The Knot Worldwide
 Kobre & Kim
 Kohl's Corp.
 Korn Ferry
 KPMG LLP
 The Kraft Heinz Company
 The Kroger Co.
 Kutak Rock LLP
 L Brands Inc.
 L3 Harris Technologies
 Laboratory Corporation of America Holdings
 Lam Research Corp.
 Lane Powell PC
 Latham & Watkins LLP
 Leidos Holdings
 Lendlease Americas Inc.
 LENOVO (UNITED STATES) INC.
 Leo Burnett Company Inc.
 Levi Strauss & Co.
 LexisNexis Legal & Professional
 Lexmark International Inc.
 Liberty Mutual Group
 Lincoln National Corp.
 LinkedIn
 Lions Gate Entertainment Corp.
 Littler Mendelson PC
 Live Nation Entertainment Inc.
 Locke Lord LLP
 Lockheed Martin Corp.
 Loeb & Loeb LLP
 Lord, Abbett & Co. LLC
 L'Oreal USA Inc.
 Lowenstein Sandler LLP
 Lowe's Companies Inc.
 LPL Financial Holdings Inc.
 Lumen Technologies
 Lyft Inc.
 M&T Bank Corp.
 Macmillan Learning
 Macmillan Publishing Group
 Macquarie Group Ltd.
 Macy's Inc.

Mallinckrodt LLC
 Manatt, Phelps & Phillips LLP
 ManpowerGroup
 Marathon Petroleum Corp.
 Marriott International Inc.
 Mars Inc.
 Marsh & McLennan Companies Inc.
 Massachusetts Mutual Life Insurance Co.
 Mastercard
 Mathematica Policy Research
 Mattel Inc.
 Mayer Brown LLP
 McDermott Will & Emery LLP
 McDonald's Corp.
 McGraw Hill LLC
 McKesson Corp.
 McKinsey & Co. Inc.
 Medallia Inc.
 Medidata Solutions Inc.
 Medtronic PLC
 Meijer Inc.
 Merck
 Mesirow Financial Holdings Inc.
 MetLife Inc.
 MGM Resorts International
 Michael Best & Friedrich LLP
 Michael Page International Inc
 Micron Technology Inc.
 Microsoft Corp.
 Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC
 Mitchell Gold + Bob Williams
 Molson Coors Brewing
 Mondelēz International Inc.
 Montgomery McCracken Walker & Rhoads LLP
 Moody's Corp.
 Moore & Van Allen PLLC
 Morgan Stanley
 Morgan, Lewis & Bockius LLP
 Morningstar Inc.
 Morris, Manning & Martin LLP
 Morrison & Foerster LLP
 Motorola Solutions Inc.
 MSLGROUP Americas
 MUFG Union Bank, N.A.
 Munger, Tolles & Olson LLP
 NASDAQ Inc.
 National CineMedia Inc.
 National Grid USA
 Nationwide
 NCR Corp.
 Nestlé Purina PetCare Co.
 Nestlé USA Inc.
 Nestlé Health Science
 Nestlé Waters North America Inc.
 Netflix Inc.
 Neuberger Berman Group LLC
 New Belgium Brewing Company
 New York Life Insurance Company
 Newell Brands Inc.
 Newmont Corp.
 Nielsen
 Nike Inc.
 Nixon Peabody LLP
 Nokia Inc.
 Nomura
 Nordstrom Inc.
 Northern Trust Corp.
 Northrop Grumman Corp.
 Northwestern Mutual Life Insurance



Norton Rose Fulbright
 NortonLifeLock
 Novartis Pharmaceuticals Corp.
 Nuance Communications
 NVIDIA Corp.
 Ocean Spray Cranberries Inc.
 Office Depot Inc.
 The Ogilvy Group Inc.
 Ogletree, Deakins, Nash, Smoak & Stewart
 O'Melveny & Myers LLP
 Omnicom Group
 ONEOK Inc.
 Oracle Corp.
 Orrick, Herrington & Sutcliffe LLP
 Otis Worldwide Corporation
 Owens Corning
 Palo Alto Networks
 Papa John's International Inc.
 Patagonia Inc.
 Patterson Belknap Webb & Tyler LLP
 Paul Hastings LLP
 PayPal Holdings Inc.
 Peapod Digital Labs LLC
 Pearson
 Peloton Interactive Inc.
 PepsiCo Inc.
 Perkins and Will Inc.
 Perkins Coie LLP
 Pernod Ricard USA LLC
 Pfizer Inc.
 PG&E Corp.
 Philips
 Phillips 66
 Pillsbury Winthrop Shaw Pittman LLP
 PIMCO LLC
 Pinterest Inc.
 Pitney Bowes Inc.
 The PNC Financial Services Group Inc.
 Polsinelli
 Portland General Electric Co.
 PPL Corp.
 PricewaterhouseCoopers LLP
 Principal Financial Group
 Procter & Gamble Co.
 Proskauer Rose LLP
 Prudential Financial Inc.
 Publicis Healthcare Communications
 Publicis Inc.
 Publicis Media
 Publicis Sapient
 PVH Corp.
 Quaintance-Weaver Management, LLC
 QUALCOMM Inc.
 Quantcast Corp.
 Quarles & Brady LLP
 Quest Diagnostics Inc.
 Quinn Emanuel Urquhart & Sullivan LLP
 Qurate Retail Group
 Rackspace Technology
 Ralph Lauren Corp.
 Randstad USA
 Raymond James Financial Inc.
 Raytheon Technologies Corp.
 RBC Capital Markets LLC
 RBC Wealth Management
 Re:Sources USA Inc.
 Reed Smith LLP
 Regions Financial Corp.
 Relias LLC

Replacements Ltd.
 Restaurant Brands International
 Retail Business Services
 Reynolds American Inc.
 RingCentral Inc.
 Robert Half
 Robert W. Baird & Co. Incorporated
 Robins Kaplan LLP
 Roche Diagnostics Corp.
 Rockland Trust Co.
 Rockwell Automation Inc.
 Rolls-Royce North America (USA) Holdings Co.
 Ropes & Gray LLP
 Royal Caribbean Cruises Ltd.
 RSM US LLP
 S&P Global Inc.
 S.C. Johnson & Son Inc.
 Saatchi & Saatchi North America Inc.
 Salesforce
 Samsung Electronics America Inc.
 Sanofi
 SAP America Inc.
 Saul Ewing Arnstein & Lehr LLP
 Schiff Hardin LLP
 Schulte, Roth & Zabel LLP
 Science Applications International Corp.
 Seacoast National Bank
 Seagate Technology plc
 Sempra Energy
 Sephora
 ServiceNow
 Seyfarth Shaw LLP
 Shake Shack Inc.
 Shearman & Sterling LLP
 Shell Oil Co.
 Sheppard, Mullin, Richter & Hampton LLP
 Shook, Hardy & Bacon LLP
 Sidley Austin LLP
 Siemens Corp.
 Siemens Healthineers USA
 Siemens Medical Solutions USA Inc.
 Simpson Thacher & Bartlett LLP
 SIRIUS XM + Pandora
 Skadden, Arps, Slate, Meagher & Flom LLP
 Slalom
 Snell & Wilmer
 Société Générale
 Sodexo Inc.
 Softchoice Corp.
 Sony Corporation of America
 Sony Electronics Inc.
 Sony Interactive Entertainment LLC
 Sony Pictures Entertainment Inc.
 Southern Co.
 Southwest Airlines Co.
 SPARC Group LLC
 Splunk Inc.
 Squire Patton Boggs
 Standard Chartered
 Standard Insurance Co.
 Stanley Black & Decker Inc.
 Staples Inc.
 Starbucks Corp.
 State Farm Group
 State Street Corp.
 Steelcase Inc.
 Steptoe & Johnson LLP
 Stinson LLP
 Stoel Rives LLP



The Stop & Shop Supermarket Company, LLC
 Stryker Corp.
 Subaru of America Inc.
 Sumitomo Mitsui Banking Corporation
 Sun Life
 Synchrony
 T. Rowe Price Associates Inc.
 Takeda Pharmaceuticals USA Inc.
 Tapestry Inc.
 Target Corp.
 TD Ameritrade
 TD Bank, N.A.
 TD Securities (USA) LLC
 TDS Telecommunications, LLC
 TE Connectivity Inc.
 Tech Data Corp.
 TEGNA Inc.
 Tesla Inc.
 Teva Pharmaceutical USA Inc.
 Texas Instruments Inc.
 Thermo Fisher Scientific Inc.
 Thompson Coburn LLP
 Thompson Hine LLP
 Thomson Reuters
 TIAA
 Tiffany & Co.
 T-Mobile USA Inc.
 Toyota Motor North America Inc.
 TPG Global LLC
 The Transamerica Corp.
 TransUnion
 The Travelers Companies Inc.
 TripAdvisor Inc.
 Troutman Pepper Hamilton Sanders LLP
 Truist Financial
 Tufts Health Plan
 Turner Construction Co.
 Twitter Inc.
 U.S. Bancorp
 U.S. Cellular
 Uber Technologies Inc.
 UBS AG
 UKG (Ultimate Kronos Group)
 Under Armour Inc.
 Unilever
 United Airlines Holdings, Inc.
 United Parcel Service Inc.
 United Services Automobile Association
 United States Steel Corp.
 UnitedHealth Group Inc.
 Univar Solutions Inc.
 University of Phoenix
 Univision Communications Inc.
 Unum Group
 UPMC Health Plan
 Vanguard Group Inc.
 Verizon Communications Inc.
 VERMEG SARL
 Vertex Pharmaceuticals Inc.
 VF Corp.
 ViacomCBS
 Vinson & Elkins LLP
 Virgin Orbit
 Visa
 VMLY&R
 VMware Inc.
 Vorys, Sater, Seymour and Pease LLP
 Vox Media Inc.
 Voya Financial

W.W. Grainger Inc.
 Waddell & Reed Financial Inc.
 Walgreen Co.
 Walmart Inc.
 The Walt Disney Co.
 Warby Parker
 Warner Music Group
 Wawa Inc.
 Wayfair
 WE Communications
 Weil, Gotshal & Manges LLP
 WellCare Health Plans Inc.
 Wellmark Inc.
 Wells Fargo & Co.
 The Wendy's Co.
 West Monroe Partners LLC
 Western Digital Corp.
 WestRock
 Whirlpool Corp.
 White & Case LLP
 Wiley Rein LLP
 William Blair & Company LLC
 Williams Mullen Clark & Dobbins
 Willis Towers Watson
 Willkie Farr & Gallagher LLP
 Wilmer Cutler Pickering Hale & Dorr LLP
 Wilson Sonsini Goodrich & Rosati PC
 Winston & Strawn LLP
 Womble Bond Dickinson (US) LLP
 Workday Inc.
 WPP Group USA
 Wyndham Destinations
 Wyndham Hotels & Resorts Inc.
 Xcel Energy Inc.
 Xerox Corp.
 Xylem Inc.
 Yelp Inc.
 Yext Inc.
 Zendesk Inc
 Zillow Group
 Zoetis Inc.
 ZS Associates Inc.

Appendix A: Employer Ratings

All official and unofficial ratings for the 2021 Corporate Equality Index in alphabetical order.

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



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

Employer	Headquarters Location	State	Rating		
			2021 CEI Rating	2020 CEI Rating	Fortune 1000
ABB Inc.	Cary	NC	90		
Abbott Laboratories	Abbott Park	IL	95	90	103
AbbVie Inc.	North Chicago	IL	100	100	96
Abercrombie & Fitch Co.	New Albany	OH	100	100	675
ABM Industries Inc.	New York	NY	20	20	463
Accenture	New York	NY	100	100	
Activision Blizzard	Santa Monica	CA	100	100	405
Adaptive Biotechnologies Corporation	Seattle	WA	75		
Adidas North America Inc.	Portland	OR	100	100	
Adobe Inc.	San Jose	CA	100	100	339
ADP	Roseland	NJ	100	100	239
Advance Auto Parts (Advance Holding)	Raleigh	NC	90	90	326
Advanced Micro Devices Inc.	Santa Clara	CA	100	100	460
AECOM	Los Angeles	CA	100	100	157
AES Corp., The	Arlington	VA	85	85	296
Aflac Inc.	Columbus	GA	85	70	143
Agco	Duluth	GA	10	10	335
Agilent Technologies Inc.	Santa Clara	CA	85	75	547
AIG	New York	NY	100	100	66
Air Liquide US, LLC	Houston	TX	100	100	
Air Products & Chemicals Inc.	Allentown	PA	100	100	344
Airbnb Inc.	San Francisco	CA	100	100	
Airbus Americas Inc.	Herndon	VA	100	100	
Airlines Reporting Corporation (ARC)	Arlington	VA	100	85	
AK Steel Holding Corp.	West Chester	OH	20	20	443
Akamai Technologies Inc.	Cambridge	MA	100	100	815
Akerman LLP	Miami	FL	100	100	
Akin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	100	100	
Alaska Airlines	Seattle	WA	90	90	368
Albertsons Companies Inc.	Boise	ID	80	75	52
Alcoa Corp.	Pittsburgh	PA	95	95	236
Alcon Inc	Fort Worth	TX	95	90	
Alight Solutions	Lincolnshire	IL	100	100	
AlixPartners LLP	New York	NY	100	100	
Alleghany Corp.	New York	NY	0	20	437
Alliance Data Systems Corp.	Columbus	OH	80	65	390
AllianceBernstein LP	Nashville	TN	100	100	
Alliant Energy Corp.	Madison	WI	100	100	680
Allianz Life Insurance Co. of North America	Minneapolis	MN	100	100	
Allstate Insurance Co.	Northbrook	IL	95	95	82

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Employer	Headquarters Location	State	Rating		Fortune 1000
			2021 CEI Rating	2020 CEI Rating	
Ally Financial Inc.	Detroit	MI	100	100	303
Alston & Bird LLP	Atlanta	GA	100	100	
Altice USA Inc.	Long Island City	NY	100	100	327
Altria Group Inc.	Richmond	VA	100	100	162
Amalgamated Bank	New York	NY	100	80	
A-Mark Precious Metals	El Segundo	CA	0	0	401
Amazon.com Inc.	Seattle	WA	100	100	5
AMC Entertainment Inc.	Lakewood	KS	100	100	
Ameren Corp.	St. Louis	MO	100	100	468
American Airlines	Fort Worth	TX	100	100	68
American Apparel LLC	Los Angeles	CA	70	70	
American Axle & Manufacturing	Detroit	MI	20	20	418
American Eagle Outfitters Inc.	Pittsburgh	PA	80	90	624
American Electric Power Co. Inc.	Columbus	OH	100	100	192
American Express Company	New York	NY	100	100	72
American Express Global Business Travel	Jersey City	NJ	100	100	
American Family Mutual Insurance Company, S.I	Madison	WI	100	100	306
American Financial Group	Cincinnati	OH	20	20	427
American Greetings Corp.	Cleveland	OH	90	60	
American Honda Motor Co.	Torrance	CA	85	85	
American Tower Corp.	Boston	MA	95	85	410
American Water	Camden	NJ	85		691
Ameriprise Financial Inc.	Minneapolis	MN	90	90	249
AmerisourceBergen Corp.	Chesterbrook	PA	100	100	10
Amgen Inc.	Thousand Oaks	CA	100	100	129
AMN Healthcare Services Inc.	San Diego	CA	95	95	950
Amphenol Corp.	Wallingford	CT	20	20	369
Analog Devices Inc.	Norwood	MA	20		472
Andersen Corp.	Bayport	MN	85	60	
Andersons Inc., The	Maumee	OH	20		364
Anheuser-Busch Companies Inc.	St. Louis	MO	100	100	
Anschutz Entertainment Group, Inc.	Los Angeles	CA	100	100	
Anthem Inc.	Indianapolis	IN	100	100	33
Aon plc	Chicago	IL	100	100	
Apache Corp.	Houston	TX	20	50	411
Apollo Global Management Inc.	New York	NY	100		
Appian Corporation	McLean	VA	65		
Apple Inc.	Cupertino	CA	100	100	3
Applied Materials Inc.	Santa Clara	CA	100	100	182
AQR Capital Management LLC	Greenwich	CT	100	100	

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			2021 CEI Rating	2020 CEI Rating	
Aramark Corp.	Philadelphia	PA	100	100	198
Arcadis U.S. Inc.	Highlands Ranch	CO	100	95	
Archer Daniels Midland Co.	Chicago	IL	90	70	49
Arconic	New York	NY	100	100	227
Arent Fox LLP	Washington	DC	100	100	
Ares Management LLC	Los Angeles	CA	100		
Armstrong Teasdale LLP	St. Louis	MO	100	100	
Arnold & Porter Kaye Scholer LLP	Washington	DC	100	100	
Arrow Electronics	Centennial	CO	100	100	109
Arthur J. Gallagher & Co.	Rolling Meadows	IL	100	100	435
Arup USA Inc	New York	NY	100	90	
Asbury Automotive Group	Duluth	GA	20	20	439
Ascena Retail Group Inc.	Mahwah	NJ	100	90	457
Ashland Inc.	Covington	KY	40	40	658
Assurant	New York	NY	100	100	378
Astellas Pharma US Inc.	Northbrook	IL	100	100	
AstraZeneca PLC	Wilmington	DE	100	100	
Asurion LLC	Nashville	TN	100	100	
AT&T Inc.	Dallas	TX	100	100	9
AthenaHealth Inc.	Watertown	MA	90	90	
Athene Holding Ltd.	West Des Moines	IA	80		
Atlassian	San Francisco	CA	100	100	
Auto Club Group, The	Dearborn	MI	75	60	
Autodesk Inc.	San Rafael	CA	100	100	844
Autoliv Inc.	Auburn Hills	MI	20	20	321
AutoNation Inc.	Fort Lauderdale	FL	0		145
Auto-Owners Insurance Group	Lansing	MI	0	0	382
AutoZone Inc.	Memphis	TN	60	40	281
Avaya Inc.	Santa Clara	CA	65	60	789
Avery Dennison	Glendale	CA	90	85	425
Avient Corporation	Avon Lake	OH	100	100	681
Avis Budget Group Inc.	Parsippany	NJ	95	95	338
Avita Pharmacy	Plano	TX	100		
Avnet Inc.	Phoenix	AZ	90	80	165
Avon Products Inc.	Rye	NY	80	80	
AXA Equitable Life	New York	NY	100	100	
Axiom Global Inc.	New York	NY	100	100	
BAE Systems Inc.	Falls Church	VA	100	100	
Bain & Co. Inc./ Bridgespan Group	Boston	MA	100	100	
Baker & Hostetler LLP	Cleveland	OH	100	100	

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			2021 CEI Rating	2020 CEI Rating	
Baker & McKenzie LLP	Chicago	IL	100	100	
Baker Botts LLP	Houston	TX	100	90	
Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Memphis	TN	90	90	
Ball Corp.	Westminster	CO	100	95	271
Ballard Spahr LLP	Philadelphia	PA	100	100	
Bama Companies Inc., The	Tulsa	OK	80	80	
Bank of America Corp.	Charlotte	NC	100	75	25
Bank of New York Mellon Corp., The	New York	NY	100	100	163
Bank of the West	San Francisco	CA	100	100	
Barclays	New York	NY	100	100	
Barilla America Inc.	Northbrook	IL	100	100	
Barnes & Noble Inc.	New York	NY	100	100	667
Barnes & Thornburg LLP	Indianapolis	IN	90	80	
BASF Corp.	Florham Park	NJ	100	100	
Bass, Berry & Sims PLC	Nashville	TN	100	100	
Battelle Energy Alliance (Idaho National Laboratory)	Idaho Falls	ID	95	95	
Battelle Memorial Institute	Columbus	OH	95	75	
Baxter International Inc.	Deerfield	IL	100	100	286
Bayer U.S. LLC	Whippany	NJ	100	100	
BBVA USA	Birmingham	AL	100	100	
Beacon Roofing Supply Inc.	Herndon	VA	20		464
Beam Suntory	Chicago	IL	100		
Becton, Dickinson and Co.	Franklin Lakes	NJ	100	100	195
Bed Bath & Beyond Inc.	Union	NJ	20	20	258
Ben & Jerry's Homemade Inc.	South Burlington	VT	100	100	
Berkeley Research Group LLC	Emeryville	CA	85		
Berkshire Bank	Boston	MA	100		
Berkshire Hathaway	Omaha	NE	20	0	4
Berry Global, Inc.	Evansville	IN	20	20	389
Best Buy Co. Inc.	Richfield	MN	100	100	74
Big Lots	Columbus	OH	90	90	525
Biogen	Cambridge	MA	100	100	235
BioMarin Pharmaceutical Inc.	San Rafael	CA	100		
BJ's Wholesale Club	Westborough	MA	90	90	245
Black & Veatch Holding Inc.	Overland Park	KS	100	100	
Black Knight Inc.	Jacksonville	FL	100	100	
BlackRock	New York	NY	100	100	221
Blackstone Group LP, The	New York	NY	100	100	442
Blank Rome LLP	Philadelphia	PA	100	100	
Blend	San Francisco	CA	95		

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Bloomberg LP	New York	NY	100	100	
Bloomin' Brands Inc.	Tampa	FL	50	50	615
Blue Cross & Blue Shield of Rhode Island	Providence	RI	100	100	
Blue Cross and Blue Shield of Louisiana	Baton Rouge	LA	70	70	
Blue Cross Blue Shield of Florida Inc.	Jacksonville	FL	100	100	
Blue Cross Blue Shield of Massachusetts	Boston	MA	100	100	
Blue Cross Blue Shield of Michigan	Detroit	MI	85	85	
Blue Cross Blue Shield of Minnesota	Eagan	MN	100	100	
Blue Cross Blue Shield of North Carolina	Durham	NC	75	45	
Blue Shield of California	San Francisco	CA	100	100	
BlueCross BlueShield of Tennessee	Chattanooga	TN	100	100	
BMC Software Inc.	Houston	TX	45	45	
BMO Financial Corp.	Chicago	IL	100	100	
BNP Paribas	New York	NY	100	100	
Bob Evans Farms Inc.	New Albany	OH	60	60	
Boehringer Ingelheim USA Corp.	Ridgefield	CT	100	100	
Boeing Co.	Chicago	IL	90	90	28
Boies Schiller Flexner LLP	New York	NY	100	100	
Booking Holdings Inc.	Norwalk	CT	20		216
Books-A-Million Inc.	Birmingham	AL	80	80	
Booz Allen Hamilton Inc.	McLean	VA	100	100	475
BorgWarner Inc.	Auburn Hills	MI	75	65	301
Boston Consulting Group	Boston	MA	100	100	
Boston Scientific Corp.	Marlborough	MA	100	100	319
BounceX	New York	NY	100		
Box Inc.	Redwood City	CA	100	100	
BP America Inc.	Houston	TX	100	100	
Bracewell LLP	Houston	TX	95	95	
Bradley Arant Boult Cummings LLP	Birmingham	AL	90		
Bridgestone Americas Holding Inc.	Nashville	TN	90	90	
Bridgewater Associates LP	Westport	CT	100	100	
Bright Horizons	Watertown	MA	90	90	
Brighthouse Financial, Inc.	Charlotte	NC	20		342
Brinker International Inc.	Dallas	TX	85	65	737
Bristol Myers Squibb	New York	NY	100	100	138
Broadcom Inc.	Irvine	CA	20		150
Broadridge Financial Solutions Inc.	Lake Success	NY	100	100	591
Brooks Brothers Group Inc.	New York	NY	90	90	
Brooks Sports Inc.	Seattle	WA	100	100	
Brown Advisory	Baltimore	MD	100	100	

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			2021 CEI Rating	2020 CEI Rating	
Brown Brothers Harriman & Co.	New York	NY	100	100	
Brown Rudnick LLP	Boston	MA	100	100	
Brown-Forman Corp.	Louisville	KY	100	100	719
Brownstein Hyatt Farber Schreck LLP	Denver	CO	100	95	
Bryan Cave Leighton Paisner LLP	St. Louis	MO	100	100	
Buchalter, a Professional Corporation	Los Angeles	CA	95		
Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	100	100	
Buckley LLP	Washington	DC	100	100	
Builders FirstSource Inc.	Dallas	TX	20	20	394
Burlington Stores Inc.	Burlington	NJ	90	80	451
Burr & Forman LLP	Birmingham	AL	90	90	
Buzzfeed	New York	NY	100	100	
C&S Wholesale Grocers Inc.	Keene	NH	100	90	
Cadence Design Systems	San Jose	CA	100		948
Cadwalader, Wickersham & Taft LLP	New York	NY	100	100	
Caesars Entertainment Corp.	Las Vegas	NV	100	100	365
Cahill Gordon & Reindel	New York	NY	95	95	
Caleres	St. Louis	MO	95	95	793
Calpine Corp.	Houston	TX	20	20	330
Cambia Health Solutions Inc.	Portland	OR	100	100	
Cambridge Associates LLC	Boston	MA	100		
Campbell Soup Company	Camden	NJ	85	85	349
CannonDesign	New York	NY	80		
Capgemini America, INC	Chicago	IL	100	100	
Capital Area Services Company, LLC (CASC)	Charleston	WV	100	100	
Capital Group Companies Inc., The	Los Angeles	CA	100	100	
Capital Markets Company NV, The	New York	NY	100	100	
Capital One Financial Corp.	McLean	VA	100	100	98
Capri Holdings Limited	New York	NY	80		
Cardinal Health Inc.	Dublin	OH	100	100	16
CareFirst Inc.	Baltimore	MD	100	100	
CareSource	Dayton	OH	70		
Cargill Inc.	Wayzata	MN	100	100	
Cargo Transporters Inc.	Claremont	NC	100	100	
Caribou Coffee Company Inc.	Minneapolis	MN	75	45	
Carlson Inc.	Minnetonka	MN	100	100	
Carlton Fields P.A.	Tampa	FL	100	100	
Carlyle Group LP, The	Washington	DC	100	100	874
CarMax Inc.	Richmond	VA	100	100	174
Carnival Corp.	Miami	FL	100	100	

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Carrier Global Corporation	Palm Beach Gardens	FL	100		
Casey's General Stores Inc.	Ankeny	IA	0	0	408
Caterpillar Inc.	Deerfield	IL	80	80	58
CBRE Inc.	Los Angeles	CA	100	100	146
CDW Corp.	Lincolnshire	IL	100	100	191
Celanese Corp.	Irving	TX	100	100	426
Celgene Corp.	Summit	NJ	100	100	207
Cengage Learning Inc.	Boston	MA	100	90	
Centene Corp.	St. Louis	MO	100	100	51
CenterPoint Energy Inc.	Houston	TX	65	20	299
Cerner Corp.	North Kansas City	MO	100	100	520
CGI	Fairfax	VA	100		
Change Healthcare	Nashville	TN	90	90	
Chapman and Cutler LLP	Chicago	IL	100	100	
Charles Schwab & Co. Inc.	San Francisco	CA	100	100	289
Charter Communications	Stamford	CT	90	90	70
Chemonics International Inc	Washington	DC	100	65	
Chemours Company, The	Wilmington	DE	80	80	454
Chesapeake Energy Corp.	Oklahoma City	OK	70	70	309
Chevron Corp.	San Ramon	CA	100	100	11
CHG Healthcare Inc.	Midvale	UT	85	85	
Chico's FAS Inc.	Fort Myers	FL	75	75	952
Chipotle Mexican Grill Inc.	Newport Beach	CA	100	90	551
Choate, Hall & Stewart LLP	Boston	MA	100	100	
Chobani	Norwich	NY	100	100	
Choice Hotels International Inc.	Rockville	MD	100	100	
CHS Inc.	Inver Grove Heights	MN	20	20	97
Chubb Ltd.	Philadelphia	PA	100	100	
CIBC Bank USA	New York	NY	60	60	
CIGNA Corp.	Bloomfield	CT	100	100	65
Cimpres USA Inc	Waltham	MA	100	90	
Cintas Corp.	Cincinnati	OH	20	20	459
Cisco Systems Inc.	San Jose	CA	100	100	64
CIT Group Inc.	New York	NY	100	100	713
Citigroup Inc.	New York	NY	100	100	30
Citizens Financial Group	Providence	RI	100	100	415
Citrix Systems Inc.	Fort Lauderdale	FL	100	100	767
Cleary Gottlieb Steen & Hamilton LLP	New York	NY	100	100	
Clifford Chance US LLP	New York	NY	90	90	
Clorox Co., The	Oakland	CA	100	100	477

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			2021 CEI Rating	2020 CEI Rating	
Cloudera Inc.	Palo Alto	CA	70	70	
Cloudflare Inc	San Francisco	CA	100		
CME Group Inc.	Chicago	IL	100	100	594
CNA Financial Corporation	Chicago	IL	100	100	
CNO Financial Group Inc.	Carmel	IN	95	85	593
Coca-Cola Co., The	Atlanta	GA	100	100	100
Cognizant Technology Solutions Corp.	Teaneck	NJ	70	70	193
Coinbase Inc.	San Francisco	CA	95		
Colgate-Palmolive Co.	New York	NY	100	100	202
Coloplast US	Minneapolis	MN	70		
Comcast NBCUniversal	Philadelphia	PA	100	100	32
Comerica Inc.	Dallas	TX	100	100	674
Commerce Bank	Kansas City	MO	90		
Community Care Behavioral Health Organization	Pittsburgh	PA	100	100	
Community Health Systems, Inc.	Franklin	TN	20	20	223
Compass Group USA Inc.	Charlotte	NC	80	80	
Conagra Brands Inc.	Chicago	IL	100	100	386
Conduent Inc.	Florham Park	NJ	80	80	517
ConocoPhillips	Houston	TX	100	100	86
Consolidated Edison Co.	New York	NY	65	65	259
Constellation Brands Inc.	Victor	NY	100	100	403
CONSUMER REPORTS INC.	Yonkers	NY	75	75	
Consumers Energy	Jackson	MI	90	75	440
Convergys Corp.	Cincinnati	OH	90	90	
Cooley LLP	Palo Alto	CA	100	100	
Cooper Tire & Rubber Co.	Findlay	OH	100	100	798
CooperCompanies	San Ramon	CA	85		
CoreLogic	Irvine	CA	50	50	
Core-Mark Holding Company Inc.	Westlake	TX	70	45	250
Cornerstone OnDemand Inc.	Santa Monica	CA	85		
Corning	Corning	NY	90	90	279
Corteva Agriscience	Wilmington	DE	100	100	
Cosmopolitan of Las Vegas, The	Las Vegas	NV	100	100	
Costco Wholesale Corp.	Issaquah	WA	60	60	14
Coty Inc.	New York	NY	85	20	334
Covington & Burling LLP	Washington	DC	100	100	
Cox Enterprises Inc.	Atlanta	GA	100	100	
Cozen O'Connor	Philadelphia	PA	100	100	
Cracker Barrel Old Country Store Inc.	Lebanon	TN	80	80	761
Crate and Barrel / CB2	Northbrook	IL	75	80	

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			2021 CEI Rating	2020 CEI Rating	
Cravath, Swaine & Moore LLP	New York	NY	90	90	
Credit Suisse USA Inc.	New York	NY	100	100	
CrowdStrike Inc.	Sunnyvale	CA	100		
Crowell & Moring LLP	Washington	DC	100	100	
Crown Holdings	Philadelphia	PA	20	20	284
CSAA Insurance Group	Walnut Creek	CA	100	100	
CSX Corp.	Jacksonville	FL	80	80	260
Cubic Corporation	San Diego	CA	100		
Cummins Inc.	Columbus	IN	100	100	128
CUNA Mutual Group	Madison	WI	100	100	662
Cushman & Wakefield	Chicago	IL	100	100	
CVS Health Corp.	Woonsocket	RI	90	90	8
Daimler Trucks North America LLC	Portland	OR	80	90	
Dana Inc.	Maumee	OH	90	90	373
Danaher Corp.	Washington	DC	100	100	160
Daniel J. Edelman Inc.	New York	NY	90	90	
Danone North America	White Plains	NY	100	100	
Darden Restaurants Inc.	Orlando	FL	90	90	376
Davis Polk & Wardwell LLP	New York	NY	100	95	
Davis Wright Tremaine LLP	Seattle	WA	100	100	
Day & Zimmermann LLC	Philadelphia	PA	95	95	
Day Pitney LLP	Parsippany	NJ	100	100	
DCP Midstream Partners	Denver	CO	20	20	320
Dean Foods Co.	Dallas	TX	0	20	393
Debevoise & Plimpton LLP	New York	NY	100	85	
Dechert LLP	Philadelphia	PA	100	100	
Deere & Co.	Moline	IL	90	90	87
Delek US Holdings	Brentwood	TN	60	20	307
Dell Technologies Inc.	Round Rock	TX	100	100	34
Deloitte LLP	New York	NY	100	100	
Delta Air Lines Inc.	Atlanta	GA	85	85	69
Deluxe Corp.	Shoreview	MN	85	45	989
Denny's Corp.	Spartanburg	SC	90	75	
Dentons US LLP	Washington	DC	100	100	
Depository Trust & Clearing Corp., The	New York	NY	100	100	
Designer Brands	Columbus	OH	100	100	732
Deutsche Bank	New York	NY	100	100	
Devon Energy Corp.	Oklahoma City	OK	65	65	297
Diageo North America	Norwalk	CT	100	100	
Dickinson Wright PLLC	Detroit	MI	100	100	

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Dick's Sporting Goods Inc.	Coraopolis	PA	90	80	359
Digitas	Boston	MA	100	100	
Dillard's Inc.	Little Rock	AR	20	20	458
Dinsmore & Shohl LLP	Cincinnati	OH	90	90	
Direct Energy	Houston	TX	90	90	
Discover Financial Services	Riverwoods	IL	100	100	253
Discovery Communications Inc.	Silver Spring	MD	20	20	300
DISH Network Corp.	Englewood	CO	10	20	232
DLA Piper	Baltimore	MD	100	100	
Dole Food Co. Inc.	Westlake Village	CA	30	30	
Dollar General Corp.	Goodlettsville	TN	90	90	119
Dominion Energy	Richmond	VA	100	100	238
Domino's Pizza Inc.	Ann Arbor	MI	75	65	692
Dorsey & Whitney LLP	Minneapolis	MN	100	100	
Dover Corp.	Downers Grove	IL	20	0	412
Dow	Midland	MI	100	100	
DR Horton Inc.	Arlington	TX	20	20	194
Dropbox Inc.	San Francisco	CA	100	100	
DTE Energy Co.	Detroit	MI	75	75	220
Duane Morris LLP	Philadelphia	PA	100	100	
Duff & Phelps	New York	NY	85		
Duke Energy Corp.	Charlotte	NC	100	100	126
Dun & Bradstreet Corp., The	Short Hills	NJ	100	100	
Dunkin' Brands Group Inc.	Canton	MA	100	100	
DXC Technology	Tysons	VA	60	60	122
Dykema Gossett PLLC	Detroit	MI	100	100	
E&J Gallo Winery	Modesto	CA	100	100	
E. I. du Pont de Nemours and Co. (DuPont)	Wilmington	DE	100	100	35
EAB	Washington	DC	100	100	
Eastern Bank Corporation/Eastern Bankshares, Inc.	Boston	MA	100	100	
Eastman Chemical Co.	Kingsport	TN	100	90	313
Eastman Kodak Co.	Rochester	NY	100	100	
Eaton Corp.	Cleveland	OH	100	100	
Eaton Vance	Boston	MA	100	100	
eBay Inc.	San Jose	CA	100	100	295
Ecolab Inc.	St. Paul	MN	100	100	215
Edison International	Rosemead	CA	100	100	255
Edward Jones	Des Peres	MO	100	100	356
Egon Zehnder International Inc.	New York	NY	100		
Electronic Arts Inc.	Redwood City	CA	100	100	533

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Eli Lilly & Co.	Indianapolis	IN	100	100	123
EMCOR Group Inc.	Norwalk	CT	20	20	375
EMD Serono, MilliporeSigma, and EMD Performance Materials	Burlington	MA	100	90	
Emerson Electric Co.	St. Louis	MO	100	95	178
Emmis Communications Corporation	Indianapolis	IN	50	50	
Empower Retirement	Greenwood Village	CO	85	85	
Enbridge	Houston	TX	100	100	
Encova Insurance	Columbus	OH	80	80	
Energy Transfer Equity L.P.	Dallas	TX	20	20	59
ENGIE North America	Houston	TX	90		
EnLink Midstream	Dallas	TX	0	0	396
Entergy Corp.	New Orleans	LA	90	85	288
Enterprise Community Partners	Columbia	MD	85		
Enterprise Holdings Inc.	St. Louis	MO	95	95	
Enterprise Products Partners LP	Houston	TX	10	0	89
EOG Resources	Houston	TX	20	20	181
Epsilon Data Management LLC	Irving	TX	100	100	
Epstein Becker & Green PC	New York	NY	90	80	
EQT Corporation	Pittsburgh	PA	95	95	546
Equinix	Redwood City	CA	90		539
Ericsson Inc	Plano	TX	100	100	
Erie Insurance Group	Erie	PA	90	90	381
Ernst & Young LLP	New York	NY	100	100	
Essendant	Deerfield	IL	70	10	
Estée Lauder Companies Inc., The	New York	NY	100	100	231
Esurance Inc.	San Francisco	CA	75	75	
Ethan Allen Interiors Inc.	Danbury	CT	75	75	
Etsy Inc.	Brooklyn	NY	100	100	
Eurofins Scientific	Lancaster	PA	60		
Eversheds Sutherland (US) LLP	Atlanta	GA	100	100	
Eversource Energy	Springfield	MA	85	85	358
Evolent Health Inc.	Arlington	VA	100	95	
Excellus Health Plan Inc.	Rochester	NY	90	90	
Exelon Corp.	Chicago	IL	100	100	93
Expedia Group	Bellevue	WA	100	100	280
Expeditors International of Washington Inc.	Seattle	WA	20	20	374
Experian North America	Costa Mesa	CA	100	100	
Exxon Mobil Corp.	Irving	TX	85	85	2
Facebook Inc.	Menlo Park	CA	100	100	57
FactSet Research Systems Inc.	Norwalk	CT	100	100	

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Faegre Drinker Biddle & Reath LLP	Chicago	IL	100	100	
Farmers Insurance Group	Woodland Hills	CA	100	100	270
FCA US LLC	Auburn Hills	MI	90	90	
Federal Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	100	100	40
Federal National Mortgage Association (Fannie Mae)	Washington	DC	100	100	22
Federal Reserve Bank of Atlanta	Atlanta	GA	100	100	
Federal Reserve Bank of Boston	Boston	MA	100	100	
Federal Reserve Bank of Chicago	Chicago	IL	100	100	
Federal Reserve Bank of Cleveland	Cleveland	OH	100	100	
Federal Reserve Bank of Dallas	Dallas	TX	85		
Federal Reserve Bank of Kansas City	Kansas City	MO	100	95	
Federal Reserve Bank of Minneapolis	Minneapolis	MN	100	100	
Federal Reserve Bank of New York	New York	NY	100	100	
Federal Reserve Bank of Philadelphia	Philadelphia	PA	100	100	
Federal Reserve Bank of Richmond	Richmond	VA	100	100	
Federal Reserve Bank of San Francisco	San Francisco	CA	100	100	
Federal Reserve Bank of St Louis	Saint Louis	MO	100	100	
FedEx Corp.	Memphis	TN	85	85	47
Fenwick & West LLP	Mountain View	CA	100	100	
Fidelity Investments	Boston	MA	85	85	
Fidelity National Financial Corp.	Jacksonville	FL	20	20	402
Fidelity National Information Services Inc.	Jacksonville	FL	100	100	361
Fifth Third Bancorp	Cincinnati	OH	100	100	384
Financial Industry Regulatory Authority Inc.	Washington	DC	100	100	
Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	100	100	
Firmenich Inc.	Plainsboro	NJ	80	80	
First American Financial Corp.	Santa Ana	CA	100	100	491
First Horizon National Corp.	Memphis	TN	75	75	914
FirstEnergy Corp.	Akron	OH	90	80	263
Fiserv Inc.	Brookfield	WI	100	20	488
Fish & Richardson PC	Boston	MA	100	100	
Fisher & Phillips LLP	Atlanta	GA	100	70	
Fitch Group Inc	New York	NY	100		
Flagstar Bancorp Inc.	Troy	MI	80		
Fleishman-Hillard Inc.	St. Louis	MO	100	100	
Fluor Corp.	Irving	TX	60	60	164
FMC Corp.	Philadelphia	PA	100	100	556
Foley & Lardner LLP	Milwaukee	WI	100	100	
Foley Hoag LLP	Boston	MA	100	100	
Food Lion, LLC	Salisbury	NC	100	100	

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Employer	Headquarters Location	State	Rating		Fortune 1000
			2021 CEI Rating	2020 CEI Rating	
Ford Motor Co.	Dearborn	MI	80	90	12
Fortive Corp.	Everett	WA	100	100	422
Fossil Group Inc.	Richardson	TX	100	100	847
Fox Corporation	New York	NY	100	100	
Fox Rothschild LLP	Philadelphia	PA	100	100	
Franklin Templeton Investments	San Mateo	CA	100	100	467
Fredrikson & Byron	Minneapolis	MN	100	100	
Freeport-McMoRan Copper & Gold Inc.	Phoenix	AZ	20	20	170
Fried, Frank, Harris, Shriver & Jacobson LLP	New York	NY	100	100	
Frontier Communications	Norwalk	CT	20	20	355
Frost Brown Todd LLC	Cincinnati	OH	100	100	
Fujitsu America, Inc.	Richardson	TX	100	100	
Galloway, Johnson, Tompkins, Burr & Smith PLC	New Orleans	LA	90	100	
GameStop Corp.	Grapevine	TX	100	100	346
Gannett Co. Inc.	McLean	VA	100	100	
Gap Inc.	San Francisco	CA	100	100	186
Gartner Inc.	Stamford	CT	100	100	631
Gastronomy Inc.	Salt Lake City	UT	30	30	
GE Appliances	Louisville	KY	100	100	
Genentech Inc.	South San Francisco	CA	100	100	
General Dynamics Corp.	Falls Church	VA	60	60	92
General Electric Co.	Boston	MA	90	90	21
General Mills Inc.	Minneapolis	MN	100	100	200
General Motors Co.	Detroit	MI	90	90	13
Genesco Inc.	Nashville	TN	100	100	781
Genuine Parts Co.	Atlanta	GA	20	20	169
Genworth Financial Inc.	Richmond	VA	100	100	360
Gerson Lehrman Group Inc	New York	NY	100		
GIANT Company, The	Carlisle	PA	100	100	
Giant Eagle Inc.	Pittsburgh	PA	100	90	
Giant of Maryland LLC	Landover	MD	100	100	
Gibson, Dunn & Crutcher LLP	Los Angeles	CA	100	100	
Gilead Sciences Inc.	Foster City	CA	100	100	139
GlassBridge Enterprises, Inc.	Oakdale	MN	30	30	
GlaxoSmithKline LLC	Research Triangle Park	NC	100	100	
Global Partners	Waltham	MA	20	20	254
Global Payments Inc.	Atlanta	GA	100	100	703
GODADDY Inc.	Scottsdale	AZ	100	100	831
Goldman Sachs Group Inc., The	New York	NY	100	100	62
Goodwin Procter LLP	Boston	MA	100	100	

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			2021 CEI Rating	2020 CEI Rating	Fortune 1000
Goodyear Tire & Rubber Co.	Akron	OH	90	90	203
Google Inc.	Mountain View	CA	100	100	15
Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	100	100	
Goulston & Storrs	Boston	MA	100	100	
Grant Thornton LLP	Chicago	IL	100	100	
Graphic Packaging Corp.	Atlanta	GA	20		480
Graybar Electric Company Inc.	St. Louis	MO	20	20	423
Great River Energy	Maple Grove	MN	100	90	
Greenberg Traurig LLP	New York	NY	100	100	
Group 1 Automotive	Houston	TX	10	20	272
Groupon Inc.	Chicago	IL	100	100	833
Guardian Life Insurance Co. of America, The	New York	NY	100	100	244
Guess? Inc.	Los Angeles	CA	90	90	836
Guidehouse	Washington	DC	100	100	
H&R Block Inc.	Kansas City	MO	100	100	735
Hachette Book Group	New York	NY	90	30	
Hain Celestial Group Inc., The	Lake Success	NY	80	80	772
Halliburton Co.	Houston	TX	20	20	127
Hallmark Cards Inc.	Kansas City	MO	100	100	
Hanesbrands Inc.	Winston-Salem	NC	90	75	444
Hannaford Supermarkets	Scarborough	ME	100	100	
Hanover Insurance Group Inc., The	Worcester	MA	100	100	516
Harley-Davidson Inc.	Milwaukee	WI	90	90	492
Hartford Financial Services Group Inc., The	Hartford	CT	100	100	161
Harvard Pilgrim Health Care Inc.	Wellesley	MA	100	100	
Hasbro Inc.	Pawtucket	RI	100	100	567
Haven Behavioral Healthcare	Nashville	TN	100	100	
Hawaiian Airlines Inc.	Honolulu	HI	80	85	792
Haynes and Boone LLP	Dallas	TX	100	100	
HCA Healthcare Inc.	Nashville	TN	85	70	67
HD Supply	Atlanta	GA	20	20	479
Health Care Service Corp.	Chicago	IL	100	100	
Henry Schein Inc.	Melville	NY	100	100	242
HERE North America LLC	Chicago	IL	100	100	
Herman Miller Inc.	Zeeland	MI	100	100	884
Herrick Feinstein LLP	New York	NY	80	85	
Hershey Co., The	Hershey	PA	100	100	391
Hertz Global Holdings Inc.	Estero	FL	100	100	331
Hess Corp.	New York	NY	85	85	461
Hewlett Packard Enterprise Co.	San Jose	CA	100	100	102

Employer	Headquarters Location	State	Rating		Fortune 1000
			2021 CEI Rating	2020 CEI Rating	
Highmark Blue Cross Blue Shield Delaware	Wilmington	DE	100	100	
Highmark Inc.	Pittsburgh	PA	100	100	
Highmark West Virginia	Parkersburg	WV	100	100	
Hilti Inc.	Planto	TX	100	90	
HILTON	McLean	VA	100	100	345
Hinshaw & Culbertson LLP	Chicago	IL	100	100	
Hiscox USA	New York	NY	95	95	
Hitachi Vantara	Dallas	TX	95	90	
Hogan Lovells US LLP	Washington	DC	100	100	
Holland & Hart LLP	Denver	CO	100	100	
Holland & Knight LLP	Brandon	FL	100	100	
HollyFrontier Corp.	Dallas	TX	20	20	175
Home Depot Inc., The	Atlanta	GA	90	90	27
Honeywell International Inc.	Morris Plains	NJ	60	60	77
Horizon Blue Cross Blue Shield of New Jersey	Newark	NJ	100	100	
Horizon Media Inc.	New York	NY	75		
Hormel Foods Corp.	Austin	MN	95	95	328
Host Hotels & Resorts Inc.	Bethesda	MD	80	80	502
Houghton Mifflin Harcourt Co.	Boston	MA	95	85	
Howard & Howard Attorneys PLLC	Royal Oak	MI	60	60	
HP Inc.	Palo Alto	CA	100	100	55
HSBC USA	New York	NY	100	100	
Hughes Hubbard & Reed LLP	New York	NY	90	90	
Humana Inc.	Louisville	KY	100	100	56
Huntington Bancshares Inc.	Columbus	OH	100	100	524
Huntington Ingalls Industries	Newport News	VA	90	90	371
Hunton Andrews Kurth LLP	Washington	DC	100	95	
Huntsman Corp.	The Woodlands	TX	40	40	276
Huron Consulting Group Inc.	Chicago	IL	100	100	
Husch Blackwell LLP	St. Louis	MO	100	100	
Hyatt Hotels Corp.	Chicago	IL	100	100	580
Hyland Software Inc.	Westlake	OH	75		
Hyundai Motor America	Fountain Valley	CA	100	100	
IAC/InterActiveCorp.	New York	NY	100	100	600
IBM Corp.	Armonk	NY	100	100	38
Icahn Enterprises LP	New York	NY	0	0	166
Ice Miller LLP	Indianapolis	IN	100	100	
iHeartMedia Inc.	San Antonio	TX	95	95	466
IHS Markit Ltd.	New York	NY	100	100	
IKEA Holding US Inc.	Conshohocken	PA	100	100	

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			2021 CEI Rating	2020 CEI Rating	Fortune 1000
Illinois Tool Works Inc.	Glenview	IL	80	60	214
Illumina	San Diego	CA	100	100	708
Impossible Foods	Redwood City	CA	100		
Indeed Inc.	Austin	TX	100	100	
Informa PLC	Sarasota	US	90	90	
Information Resources Inc.	Chicago	IL	100	100	
Infosys Limited Inc.	Richardson	TX	95	85	
Ingersoll-Rand Company	Davidson	NC	90	90	822
Ingram Micro	Irvine	CA	100	100	
Ingredion Inc.	Westchester	IL	95	70	486
Insight Enterprises Inc.	Tempe	AZ	95	70	430
Instacart	San Francisco	CA	100	85	
Intel Corp.	Santa Clara	CA	100	100	43
Intercontinental Exchange	Atlanta	GA	20	20	469
InterContinental Hotels Group Americas	Atlanta	GA	100	100	
International Flavors & Fragrances	New York	NY	100	100	630
International Paper Co.	Memphis	TN	30	30	133
Interpublic Group of Companies Inc.	New York	NY	100	100	322
INTL FCStone Inc.	New York	NY	20	20	112
Intrado	Omaha	NE	100	85	
Intuit Inc.	Mountain View	CA	100	100	482
Invesco Ltd.	Atlanta	GA	100	85	
IQVIA Holdings	Durham	NC	20		305
Iron Mountain Inc.	Boston	MA	100	100	605
J. Crew Group, LLC	New York	NY	100	100	860
J. M. Smucker Co.	Orrville	OH	80	55	414
J.B. Hunt Transport	Lowell	AR	70	20	354
J.C. Penney Co. Inc.	Plano	TX	90	80	261
Jabil Circuit Inc.	St. Petersburg	FL	20	20	140
Jackson Lewis PC	New York	NY	100	95	
Jackson Walker LLP	Dallas	TX	75	75	
Jacobs Engineering Group Inc.	Dallas	TX	100	100	208
Janus Henderson Investors	Denver	CO	100	100	
Jefferies Group	New York	NY	20		372
Jenner & Block LLP	Chicago	IL	100	100	
JetBlue Airways Corp.	Long Island City	NY	90	90	399
JLL	Chicago	IL	100	100	189
John Hancock Financial Services Inc.	Boston	MA	100	100	
John Wiley & Sons Inc.	Hoboken	NJ	100	85	
Johnson & Johnson	New Brunswick	NJ	100	100	37

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			2021 CEI Rating	2020 CEI Rating	
Johnson Controls Inc.	Milwaukee	WI	90	90	
Johnson Financial Group	Racine	WI	70		
JPMorgan Chase & Co.	New York	NY	100	100	18
JSX	Dallas	TX	100	100	
K&L Gates LLP	Pittsburgh	PA	100	100	
Kaiser Permanente	Oakland	CA	100	100	
Kantar LLC	New York	NY	90		
Katten Muchin Rosenman LLP	Chicago	IL	100	100	
KB Home	Los Angeles	CA	30	30	571
Kearney	Chicago	IL	100	100	
Kelley Drye & Warren LLP	New York	NY	100	100	
Kellogg Co.	Battle Creek	MI	100	100	234
Kelly Services Inc.	Troy	MI	100	100	503
Kenneth Cole Productions Inc.	New York	NY	90	90	
Kering Americas Inc.	New York	NY	100	90	
Keurig Dr Pepper Inc.	Plano	TX	100	70	409
KeyCorp	Cleveland	OH	100	100	413
Kilpatrick Townsend & Stockton LLP	Atlanta	GA	100	100	
Kimberly-Clark Corp.	Irving	TX	90	90	171
Kimpton Hotel & Restaurant Group LLC	San Francisco	CA	100	100	
Kinder Morgan Inc.	Houston	TX	20	20	224
Kindred Healthcare	Louisville	KY	90	70	
King & Spalding LLP	Atlanta	GA	100	100	
Kirkland & Ellis LLP	Chicago	IL	100	100	
KKR & Co. LP	New York	NY	100	100	526
KLA Corporation	Milpitas	CA	30	30	623
Knot Worldwide, The	Chevy Chase	MD	100	100	
Kobre & Kim	New York	NY	100	100	
Kohler Co.	Kohler	WI	90	90	
Kohl's Corp.	Menomonee Falls	WI	100	100	156
Komatsu Mining Corp.	Milwaukee	WI	90	80	
Korn Ferry	Los Angeles	CA	100	100	
KPMG LLP	New York	NY	100	100	
Kraft Heinz Company, The	Chicago	IL	100	100	115
Kramer Levin Naftalis & Frankel LLP	New York	NY	85	85	
Kroger Co., The	Cincinnati	OH	100	100	20
Kutak Rock LLP	Omaha	NE	100	100	
L Brands Inc.	Columbus	OH	100	100	241
L.L. Bean Inc.	Freeport	ME	90	50	
L3 Harris Technologies	Melbourne	FL	100	100	474

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			2021 CEI Rating	2020 CEI Rating	
Laboratory Corporation of America Holdings	Burlington	NC	100	100	278
Laclede Group Inc., The	St. Louis	MO	60	60	
Lam Research Corp.	Fremont	CA	100	100	287
Land O'Lakes Inc.	Arden Hills	MN	90	90	212
Lane Powell PC	Seattle	WA	100	100	
Las Vegas Sands Corp.	Las Vegas	NV	85	0	230
Latham & Watkins LLP	New York	NY	100	100	
Lathrop GPM	Kansas City	MO	95	95	
Lear Corp.	Southfield	MI	90	90	147
LeClairRyan	Richmond	VA	95	95	
Leidos Holdings	Reston	VA	100	100	311
LendingClub	San Francisco	CA	85		
Lendlease Americas Inc.	New York	NY	100	100	
Lennar Corp.	Miami	FL	20	20	154
LENOVO (UNITED STATES) INC.	Morrisville	NC	100	100	
Leo Burnett Company Inc.	Chicago	IL	100	100	
Levi Strauss & Co.	San Francisco	CA	100	100	500
LexisNexis Legal & Professional	New York	NY	100	95	
Lexmark International Inc.	Lexington	KY	100	100	
Liberty Media Corp.	Englewood	CO	0		380
Liberty Mutual Group	Boston	MA	100	100	75
Lincoln National Corp.	Radnor	PA	100	100	187
Linde	Danbury	CT	90	90	
LinkedIn	Sunnyvale	CA	100	100	
Lions Gate Entertainment Corp.	Santa Monica	CA	100	100	
Lithia Motors, Inc.	Medford	OR	20	0	265
Littler Mendelson PC	San Francisco	CA	100	100	
Live Nation Entertainment Inc.	Beverly Hills	CA	100	100	292
Livongo	Mountain View	CA	90		
LKQ Corp.	Chicago	IL	20	0	262
Locke Lord LLP	Dallas	TX	100	100	
Lockheed Martin Corp.	Bethesda	MD	100	100	60
Loeb & Loeb LLP	Los Angeles	CA	100	100	
Loews Corp.	New York	NY	55	55	226
Lord, Abbett & Co. LLC	Jersey City	NJ	100	80	
L'Oreal USA Inc.	New York	NY	100	100	
Lowenstein Sandler LLP	New York	NY	100	100	
Lowe's Companies Inc.	Mooresville	NC	100	100	42
LPL Financial Holdings Inc.	Boston	MA	100	100	531
Lubrizol Corp.	Wickliffe	OH	90	90	

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			2021 CEI Rating	2020 CEI Rating	
Lumen Technologies	Monroe	LA	100	100	132
Lyft Inc.	San Francisco	CA	100	100	941
M&T Bank Corp.	Buffalo	NY	100	100	462
Macmillan Learning	New York	NY	100	100	
Macmillan Publishing Group	New York	NY	100	100	
Macquarie Group Ltd.	New York	NY	100	100	
Macy's Inc.	Cincinnati	OH	100	100	118
Magellan Health Services Inc.	Scottsdale	AZ	20	0	417
Mallinckrodt LLC	Hazelwood	MO	100	100	
Manatt, Phelps & Phillips LLP	Los Angeles	CA	100	100	
ManpowerGroup	Milwaukee	WI	100	100	141
Marathon Oil Corp.	Houston	TX	60	60	456
Marathon Petroleum Corp.	Findlay	OH	100	100	31
Markel Corporation	Glen Allen	VA	20	0	441
Marriott International Inc.	Bethesda	MD	100	100	151
Mars Inc.	Mt. Olive	NJ	100	90	
Marsh & McLennan Companies Inc.	New York	NY	100	100	210
Masco Corp.	Livonia	MI	80	80	366
Massachusetts Mutual Life Insurance Co.	Springfield	MA	100	100	84
MasTec Inc.	Coral Gables	FL	10	10	436
Mastercard	Purchase	NY	100	100	210
Mathematica Policy Research	Princeton	NJ	100	100	
Mattel Inc.	El Segundo	CA	100	100	575
Mayer Brown LLP	Chicago	IL	100	100	
McCarter & English LLP	Newark	NJ	85	80	
McCormick & Company Inc.	Hunt Valley	MD	90	90	514
McDermott Will & Emery LLP	Chicago	IL	100	100	
McDonald's Corp.	Oak Brook	IL	100	100	149
McGraw Hill LLC	New York	NY	100	95	
McGuireWoods LLP	Richmond	VA	95	95	
McKesson Corp.	San Francisco	CA	100	100	7
McKinsey & Co. Inc.	New York	NY	100	100	
Medallia Inc.	San Francisco	CA	100	100	
Medidata Solutions Inc.	New York	NY	100	100	
Medtronic PLC	Minneapolis	MN	100	100	
Meijer Inc.	Grand Rapids	MI	100	100	
Mercedes-Benz Financial Services USA LLC (MBFS)	Farmington Hills	MI	90	85	
Merck	Kenilworth	NJ	100	100	76
Meredith Corp.	Des Moines	IA	85	90	853
Mesirow Financial Holdings Inc.	Chicago	IL	100	100	

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			2021 CEI Rating	2020 CEI Rating	
MetLife Inc.	New York	NY	100	100	44
MGM Resorts International	Las Vegas	NV	100	100	266
Michael Best & Friedrich LLP	Milwaukee	WI	100	100	
Michael Page International Inc.	New York	NY	100	100	
Michaels Companies Inc., The	Irving	TX	55	55	523
Micron Technology Inc.	Boise	ID	100	85	105
Microsoft Corp.	Redmond	WA	100	100	26
Milbank LLP	New York	NY	90	90	
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	30	315
Molina Healthcare Inc.	Long Beach	CA	40	40	168
Molson Coors Brewing	Chicago	IL	100	100	
Mondelez International Inc.	Chicago	IL	100	100	116
Montgomery McCracken Walker & Rhoads LLP	Philadelphia	PA	100	100	
Moody's Corp.	New York	NY	100	100	582
Moore & Van Allen PLLC	Charlotte	NC	100	100	
Morgan Stanley	New York	NY	100	100	63
Morgan, Lewis & Bockius LLP	Philadelphia	PA	100	100	
Morningstar Inc.	Chicago	IL	100	100	
Morris, Manning & Martin LLP	Atlanta	GA	100	100	
Morrison & Foerster LLP	San Francisco	CA	100	100	
Mosaic Co.	Tampa	FL	50	60	325
Motorola Solutions Inc.	Chicago	IL	100	100	416
Mozilla Corporation	Mountain View	CA	95	95	
MSLGROUP Americas	New York	NY	100	100	
MUFG Union Bank, N.A.	New York	NY	100	100	
Munger, Tolles & Olson LLP	Los Angeles	CA	100	100	
Murphy USA	El Dorado	AR	0	20	257
Mutual of Omaha Insurance	Omaha	NE	90	90	336
NASDAQ Inc.	New York	NY	100	100	597
National Cable Communications LLC dba Ampersand	New York	NY	70		
National CineMedia Inc.	Centennial	CO	100	100	
National Grid USA	Waltham	MA	100	100	
National Oilwell Varco Inc.	Houston	TX	10	10	357
Nationwide	Columbus	OH	100	100	73
Navient	Wilmington	DE	90	90	497
NCR Corp.	Atlanta	GA	100	100	465
Nelson Mullins Riley & Scarborough LLP	Columbia	SC	75	75	
Nestlé Health Science	St. Louis	MO	100	100	

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			2021 CEI Rating	2020 CEI Rating	
Nestlé Purina PetCare Co.	Arlington	VA	100	100	
Nestlé USA Inc.	Bridgewater	NJ	100	100	
Nestlé Waters North America Inc.	Stamford	CT	100	100	
NetApp Inc.	Sunnyvale	CA	90	90	483
Netflix Inc.	Los Gatos	CA	100	100	197
Neuberger Berman Group LLC	New York	NY	100		
New Belgium Brewing Company	Fort Collins	CO	100		
New Relic Inc.	San Francisco	CA	95	95	
New York Life Insurance Company	New York	NY	100	100	71
New York Times Co.	New York	NY	65	65	
Newell Brands Inc.	Atlanta	GA	100	60	243
Newmont Corp.	Greenwood Village	CO	100	75	419
News Corp.	New York	NY	10	20	341
NextEra Energy Inc.	Juno Beach	FL	50	50	184
NFP	New York	NY	70	70	
NGL Energy Partners	Tulsa	OK	0	0	179
Nielsen	New York City	NY	100	100	
Nike Inc.	Beaverton	OR	100	100	90
NiSource Inc.	Merrillville	IN	90	90	535
Nissan North America Inc.	Franklin	TN	90	90	
Nixon Peabody LLP	Boston	MA	100	100	
Nokia Inc.	Irving	TX	100	95	
Nomura	New York	NY	100	100	
Nordstrom Inc.	Seattle	WA	100	100	196
Norfolk Southern Corp.	Norfolk	VA	75	75	277
North Highland	Atlanta	GA	95		
North Memorial Health	Robbinsdale	MN	90	90	
Northern Trust Corp.	Chicago	IL	100	100	453
Northfield Park Associates, LLC	Northfield	OH	55	55	
Northrop Grumman Corp.	Falls Church	VA	100	100	108
Northwestern Mutual Life Insurance	Milwaukee	WI	100	100	111
Norton Rose Fulbright	Houston	TX	100	100	
NortonLifeLock	Mountain View	CA	100	100	550
Novartis Pharmaceuticals Corp.	East Hanover	NJ	100	100	
Novo Nordisk Inc.	Plainsboro	NJ	95	95	
NRG Energy Inc.	Princeton	NJ	85	65	291
Nuance Communications	Burlington	MA	100	100	
Nucor Corp.	Charlotte	NC	0	20	120
nVent Electric PLC	Minneapolis	MN	75		
NVIDIA Corp.	Santa Clara	CA	100	100	268

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			2021 CEI Rating	2020 CEI Rating	Fortune 1000
NVR Inc.	Reston	VA	20	0	424
Oaktree Capital Management LP	Los Angeles	CA	70		
Occidental Petroleum	Houston	TX	20	20	167
Ocean Spray Cranberries Inc.	Lakeville-Middleboro	MA	100	100	
Office Depot Inc.	Boca Raton	FL	100	100	285
Ogilvy Group Inc., The	New York	NY	100	100	
Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	100	100	
O-I Glass	Perrysburg	OH	50	20	438
Old National Bank	Evansville	IN	90	90	
Old Republic International	Chicago	IL	20	20	481
Olin Corporation	Clayton	MO	20	20	434
O'Melveny & Myers LLP	Los Angeles	CA	100	100	
Omnicom Group	New York	NY	100	100	206
ON Semiconductor Corp.	Phoenix	AZ	65	20	485
ONE Gas Inc.	Tulsa	OK	40	40	
ONEOK Inc.	Tulsa	OK	100	95	256
Oracle Corp.	Redwood City	CA	100	100	81
O'Reilly Automotive Inc.	Springfield	MO	0	20	329
Orrick, Herrington & Sutcliffe LLP	San Francisco	CA	100	100	
Oscar Insurance Corporation	New York	NY	95	95	
Oshkosh Corp.	Oshkosh	WI	70	65	395
Otis Worldwide Corporation	Farmington	CT	100		
Overstock.com Inc.	Midvale	UT	80	80	
Owens Corning	Toledo	OH	100	100	431
Paccar Inc.	Bellevue	WA	20	20	130
Pacific Life Insurance Co.	Newport Beach	CA	95	85	298
Packaging Corporation of America	Lake Forest	IL	20	20	432
Palo Alto Networks	Santa Clara	CA	100	100	912
Panera Bread Co.	St. Louis	MO	85	90	
Papa John's International Inc.	Louisville	KY	100	90	
Parexel International Corp.	Billerica	MA	80	80	
Pariveda Solutions Inc.	Dallas	TX	95	95	
Parker Hannifin Corp.	Cleveland	OH	20	20	218
Parsons Corporation	Pasadena	CA	95	80	
Patagonia Inc.	Ventura	CA	100	95	
Patterson Belknap Webb & Tyler LLP	New York	NY	100	100	
Patterson Companies (Patterson Dental Supply)	St. Paul	MN	40	40	510
Paul Hastings LLP	Los Angeles	CA	100	100	
Paul, Weiss, Rifkind, Wharton & Garrison LLP	New York	NY	90	90	
PayPal Holdings Inc.	San Jose	CA	100	100	204

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

Employer	Headquarters Location	State	Rating		Fortune 1000
			2021 CEI Rating	2020 CEI Rating	
PBF Energy	Parsippany	NJ	20	20	113
Peabody	St. Louis	MO	75	50	499
Peapod Digital Labs LLC	Chicago	IL	100	100	
Pearson	Hoboken	NJ	100	100	
Peloton Interactive Inc.	New York	NY	100	100	
Penske Automotive Group Inc.	Bloomfield Hills	MI	20	20	136
PepsiCo Inc.	Purchase	NY	100	100	48
Performance Food Group Co.	Richmond	VA	20	20	176
Perkins and Will Inc.	Chicago	IL	100	100	
Perkins Coie LLP	Seattle	WA	100	100	
Pernod Ricard USA LLC	New York	NY	100	100	
Peter Kiewit Sons' Inc.	Omaha	NE	20	10	340
PetSmart Inc.	Phoenix	AZ	90	90	
Pfizer Inc.	New York	NY	100	100	61
PG&E Corp.	San Francisco	CA	100	100	183
Philip Morris International Inc.	New York	NY	80	55	110
Philips	Cambridge	MA	100	90	
Phillips 66	Houston	TX	100	95	23
Pillsbury Winthrop Shaw Pittman LLP	New York	NY	100	100	
PIMCO LLC	Newport Beach	CA	100	100	
Pinnacle West Capital	Phoenix	AZ	75	70	663
Pinterest Inc.	San Francisco	CA	100	100	
Pioneer Natural Resources Company	Irving	TX	20	0	333
Pitney Bowes Inc.	Stamford	CT	100	85	659
Plains GP Holdings	Houston	TX	0	0	94
PNC Financial Services Group Inc., The	Pittsburgh	PA	100	100	159
PNM Resources Inc.	Albuquerque	NM	45	45	
Polaris Industries Inc.	Medina	MN	20	20	476
Polsinelli	Kansas City	MO	100	100	
Porter Wright Morris & Arthur LLP	Columbus	OH	90	90	
Portland General Electric Co.	Portland	OR	100	100	992
Post Holdings	St. Louis	MO	20		471
PPG Industries Inc.	Pittsburgh	PA	90	90	205
PPL Corp.	Allentown	PA	100	100	392
PricewaterhouseCoopers LLP	New York	NY	100	100	
Principal Financial Group	Des Moines	IA	100	100	219
Procter & Gamble Co.	Cincinnati	OH	100	100	45
Progressive Corp., The	Mayfield Village	OH	85	80	99
PROS	Houston	TX	95	95	
Proskauer Rose LLP	New York	NY	100	100	

Employer	Headquarters Location	State	Rating		
			2021 CEI Rating	2020 CEI Rating	Fortune 1000
Prudential Financial Inc.	Newark	NJ	100	100	50
PTC Inc	Boston	MA	90	90	
Public Service Enterprise Group	Newark	NJ	90	85	323
Publicis Healthcare Communications	New York	NY	100	100	
Publicis Inc.	New York	NY	100	100	
Publicis Media	New York	NY	100	100	
Publicis Sapient	Boston	MA	100	100	
Publix Super Markets Inc.	Lakeland	FL	0	0	91
PulteGroup Inc.	Atlanta	GA	85	20	312
PVH Corp.	New York	NY	100	100	324
Pyxus International, Inc.	Morrisville	NC	30	30	
Quaintance-Weaver Management, LLC	Greensboro	NC	100	100	
QUALCOMM Inc.	San Diego	CA	100	90	137
Quanta Services	Houston	TX	20	20	283
Quantcast Corp.	San Francisco	CA	100	100	
Quarles & Brady LLP	Milwaukee	WI	100	100	
Quest Diagnostics Inc.	Secaucus	NJ	100	100	404
Quinn Emanuel Urquhart & Sullivan LLP	Los Angeles	CA	100	100	
Qurate Retail Group	West Chester	PA	100	100	225
R.R. Donnelley & Sons Co.	Chicago	IL	95	95	445
Rackspace Technology	San Antonio	TX	100	100	
Radian Group Inc.	Philadelphia	PA	60	30	
Ralph Lauren Corp.	New York	NY	100	100	473
Ramboll US Corporation	Arlington	VA	80		
Randstad USA	Atlanta	GA	100	90	
Raymond James Financial Inc.	St. Petersburg	FL	100	100	407
Raytheon Technologies Corp.	Waltham	MA	100		
RB	Parsippany	NJ	65	10	
RBC Capital Markets LLC	New York	NY	100	100	
RBC Wealth Management	Minneapolis	MN	100	100	
Re/Max LLC	Denver	CO	55		
Re:Sources USA Inc.	Long Island City	NY	100	100	
Realogy Holdings Corp.	Madison	NJ	90	90	478
Recreational Equipment Inc.	Kent	WA	95	90	
Red Hat Inc.	Raleigh	NC	95		776
Redfin Corp.	Seattle	WA	85	65	
Reed Smith LLP	Pittsburgh	PA	100	100	
Regal Entertainment Group	Knoxville	TN	60	60	
Regeneron Pharmaceuticals	Tarrytown	NY	20	20	450
Regions Financial Corp.	Birmingham	AL	100	100	447

Employer	Headquarters Location	State	Rating		Fortune 1000
			2021 CEI Rating	2020 CEI Rating	
Reinhart Boerner Van Deuren s.c.	Milwaukee	WI	95	95	
Reinsurance Group of America Inc.	Chesterfield	MO	90	80	251
Reliance Steel & Aluminum Co.	Los Angeles	CA	20	0	275
Relias LLC	Morrisville	NC	100	80	
Replacements Ltd.	McLeansville	NC	100	100	
Republic Services Inc.	Phoenix	AZ	85	85	314
Restaurant Brands International	Miami	FL	100	100	
Retail Business Services	Salisbury	NC	100	100	
Reynolds American Inc.	Winston-Salem	NC	100	100	
RingCentral Inc.	Belmont	CA	100	100	
Riot Games Inc.	Los Angeles	CA	95		
Rite Aid Corp.	Camp Hill	PA	50	50	107
Robert Bosch Corp.	Farmington Hills	MI	90	95	
Robert Half	Menlo Park	CA	100	100	490
Robert W. Baird & Co. Incorporated	Milwaukee	WI	100	100	
Robins Kaplan LLP	Minneapolis	MN	100	100	
Roche Diagnostics Corp.	Indianapolis	IN	100	100	
Rockland Trust Co.	Rockland	MA	100	100	
Rockwell Automation Inc.	Milwaukee	WI	100	100	452
Rolls-Royce North America (USA) Holdings Co.	Reston	VA	100	100	
Ropes & Gray LLP	Boston	MA	100	100	
Ross Stores Inc.	Dublin	CA	90	85	209
Royal Caribbean Cruises Ltd.	Miami	FL	100	100	
RSM US LLP	Chicago	IL	100	100	
Ryder System Inc.	Miami	FL	80	80	363
S&P Global Inc.	New York	NY	100	100	470
S.C. Johnson & Son Inc.	Racine	WI	100	100	
Saatchi & Saatchi North America Inc.	New York	NY	100	100	
Sabre Holdings Inc.	Southlake	TX	50	50	641
Saint-Gobain Corp.	Malvern	PA	90	90	
Saks Inc.	New York	NY	50	50	
Salesforce	San Francisco	CA	100	100	240
Sally Beauty Holdings Inc.	Denton	TX	95	75	635
Samsung Electronics America Inc.	Ridgefield Park	NJ	100	100	
Sanderson Farms Inc.	Laurel	MS	50	40	722
Sanmina-SCI	San Jose	CA	20	20	429
Sanofi	Bridgewater	NJ	100	100	
SAP America Inc.	Newtown Square	PA	100	100	
SAS	Cary	NC	90		
Saul Ewing Arnstein & Lehr LLP	Philadelphia	PA	100	100	

Employer	Headquarters Location	State	Rating		Fortune 1000
			2021 CEI Rating	2020 CEI Rating	
SBE	Los Angeles	CA	40	40	
Schiff Hardin LLP	Chicago	IL	100	100	
Schneider Electric	Andover	MA	85	100	
Scholastic Corp.	New York	NY	65	65	
Schulte, Roth & Zabel LLP	New York	NY	100	100	
Science Applications International Corp.	Reston	VA	100	100	560
Scotts Miracle-Gro Company	Marysville	OH	80		829
Seaboard Corp.	Merriam	KS	0	0	455
Seacoast National Bank	Stuart	FL	100	100	
Seagate Technology plc	Cupertino	CA	100	100	
Sealed Air Corp.	Charlotte	NC	60	0	555
Securian Financial Group Inc.	St. Paul	MN	90	85	506
Selective Insurance Group	Branchville	NJ	40	40	839
Sempra Energy	San Diego	CA	100	100	269
Sephora	San Francisco	CA	100	100	
ServiceNow	Santa Clara	CA	100		
Seyfarth Shaw LLP	Chicago	IL	100	100	
Shake Shack Inc.	New York	NY	100	100	
Shearman & Sterling LLP	New York	NY	100	100	
Shell Oil Co.	Houston	TX	100	100	
Sheppard, Mullin, Richter & Hampton LLP	Los Angeles	CA	100	100	
Sherwin-Williams Co., The	Cleveland	OH	95	95	177
SHI International Corp	Somerset	NJ	30	30	
Shook, Hardy & Bacon LLP	Kansas City	MO	100	100	
Shutterstock Inc.	New York	NY	95		
Sidley Austin LLP	Chicago	IL	100	100	
Siemens Corp.	Washington	DC	100	100	
Siemens Healthineers USA	Tarrytown	NY	100	100	
Siemens Medical Solutions USA Inc.	Malvern	PA	100	100	
Simon Property Group Inc.	Indianapolis	IN	20	20	496
Simpson Thacher & Bartlett LLP	New York	NY	100	100	
SIRIUS XM + Pandora	New York	NY	100	100	
Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	100	100	
SkyWest Inc.	St. George	UT	70	70	725
Slalom	Seattle	WA	100	100	
SLM Corp. (Sallie Mae)	Newark	DE	70	55	
Snagajob.com Inc.	Glen Allen	VA	95	95	
Snell & Wilmer	Phoenix	AZ	100	100	
Société Générale	New York	NY	100	100	
Sodexo Inc.	Gaithersburg	MD	100	100	

Employer	Headquarters Location	State	Rating		Fortune 1000
			2021 CEI Rating	2020 CEI Rating	
Softchoice Corp.	Chicago	IL	100	95	
Software AG USA Inc.	Reston	VA	45	40	
Sonic Automotive Inc.	Charlotte	NC	0	0	316
Sonoco Products Company	Hartsville	SC	80	45	518
Sony Corporation of America	New York	NY	100	100	
Sony Electronics Inc.	San Diego	CA	100	100	
Sony Interactive Entertainment LLC	San Mateo	CA	100	100	
Sony Pictures Entertainment Inc.	Culver City	CA	100	100	
Southeastern Grocers, Inc.	Jacksonville	FL	85		
Southern Co.	Atlanta	GA	100	100	131
Southwest Airlines Co.	Dallas	TX	100	100	142
SPARC Group LLC	Lyndhurst	NJ	100	90	
SpartanNash	Byron Center	MI	65	65	377
Spirit AeroSystems Inc.	Wichita	KS	85	95	420
Splunk Inc.	San Francisco	CA	100		
Spotify USA Inc.	New York	NY	95	95	
Squarespace	New York	NY	90	90	
Squire Patton Boggs	Cleveland	OH	100	100	
Standard Chartered	New York	NY	100	100	
Standard Insurance Co.	Portland	OR	100	100	
Stanley Black & Decker Inc.	New Britain	CT	100	100	228
Staples Inc.	Framingham	MA	100	100	
Starbucks Corp.	Seattle	WA	100	100	121
State Farm Group	Bloomington	IL	100	100	36
State Street Corp.	Boston	MA	100	100	247
Steel Dynamics Inc.	Fort Wayne	IN	55	55	264
Steelcase Inc.	Grand Rapids	MI	100	100	750
Step toe & Johnson LLP	Washington	DC	100	100	
Stinson LLP	Kansas City	MO	100	100	
Stoel Rives LLP	Portland	OR	100	100	
Stop & Shop Supermarket Company, LLC, The	Quincy	MA	100	100	
Stryker Corp.	Kalamazoo	MI	100	100	233
Subaru of America Inc.	Cherry Hill	NJ	100	100	
SUEZ Water Technologies and Solutions	Trevese	PA	80		
Sullivan & Cromwell LLP	New York	NY	85	85	
Sumitomo Mitsui Banking Corporation	New York	NY	100	100	
Sun Life	Wellesley Hills	MA	100	100	
Sunrun Inc.	San Francisco	CA	85	70	
Supervalu Inc.	Eden Prairie	MN	40	40	
SurveyMonkey Inc.	San Mateo	CA	55		

Employer	Headquarters Location	State	Rating		
			2021 CEI Rating	2020 CEI Rating	Fortune 1000
Synchrony	Stamford	CT	100	100	173
SYNNEX Corp.	Fremont	CA	95	95	158
SYSCO Corp.	Houston	TX	80	70	54
T. Rowe Price Associates Inc.	Baltimore	MD	100	100	519
Tailored Brands Inc.	Houston	TX	95	95	721
Takeda Pharmaceuticals USA Inc.	Deerfield	IL	100	100	
Tapestry Inc.	New York	NY	100	100	484
Targa Resources Corp.	Houston	TX	0	0	302
Target Corp.	Minneapolis	MN	100	100	39
TD Ameritrade	Omaha	NE	100	100	509
TD Bank, N.A.	Cherry Hill	NJ	100	100	
TD Securities (USA) LLC	New York	NY	100	100	
TDS Telecommunications, LLC	Madison	WI	100		
TE Connectivity Inc.	Berwyn	PA	100	100	
Tech Data Corp.	Clearwater	FL	100	100	88
TEGNA Inc.	McLean	VA	100	100	930
TENET Healthcare Corporation	Dallas	TX	80	80	172
Tenneco Inc.	Lake Forest	IL	20	10	267
Teradata Corp.	San Diego	CA	90		
Tesla Inc.	Palo Alto	CA	100	100	144
Teva Pharmaceutical USA Inc.	Parsippany	NJ	100	100	
Texas Instruments Inc.	Dallas	TX	100	100	199
Textron Inc.	Providence	RI	60	30	229
Thermo Fisher Scientific Inc.	Waltham	MA	100	100	124
Thompson & Knight LLP	Dallas	TX	90	85	
Thompson Coburn LLP	St. Louis	MO	100	100	
Thompson Hine LLP	Cleveland	OH	100	100	
Thomson Reuters	Stamford	CT	100	100	
Thor Industries Inc.	Elkhart	IN	20	0	367
Thrivent Financial	Minneapolis	MN	85	80	351
TIAA	New York	NY	100	100	79
Tiffany & Co.	New York	NY	100	100	583
TJX Companies Inc., The	Framingham	MA	90	90	85
T-Mobile USA Inc.	Bellevue	WA	100	100	
Toast, Inc.	Boston	MA	65		
Toll Brothers Inc.	Fort Washington	PA	75	60	428
Toyota Motor North America Inc.	Plano	TX	100	100	
TPG Global LLC	Fort Worth	TX	100	100	
Tractor Supply Company	Brentwood	TN	70	0	388
Trane Technologies	Davidson	NC	90		

Employer	Headquarters Location	State	Rating		Fortune 1000
			2021 CEI Rating	2020 CEI Rating	
Transamerica Corp., The	Cedar Rapids	IA	100	100	
TransUnion	Chicago	IL	100	100	901
TravelCenters of America	Westlake	OH	10	10	433
Travelers Companies Inc., The	New York	NY	100	100	106
Travelport Ltd.	Atlanta	GA	75	50	
TreeHouse Foods Inc.	Oak Brook	IL	20	20	489
TripAdvisor Inc.	Needham	MA	100	100	
Troutman Pepper Hamilton Sanders LLP	Atlanta	GA	100	100	
True Value Co. LLC	Chicago	IL	85	75	
Truist Financial	Atlanta	GA	100	100	246
Tufts Health Plan	Watertown	MA	100	100	
Turner Construction Co.	New York	NY	100	100	
Twitter Inc.	San Francisco	CA	100	100	756
Tyson Foods Inc.	Springdale	AR	90	85	80
U.S. Bancorp	Minneapolis	MN	100	100	117
U.S. Cellular	Chicago	IL	100	100	
Uber Technologies Inc.	San Francisco	CA	100	100	
UBS AG	New York	NY	100	100	
UGI Corp.	King of Prussia	PA	10	20	400
UKG (Ultimate Kronos Group)	Weston	FL	100	90	
Ulta Salon, Cosmetics & Fragrance	Bolingbrook	IL	20	20	449
Under Armour Inc.	Baltimore	MD	100	100	529
Unilever	Englewood Cliffs	NJ	100	100	
Union Pacific Corp.	Omaha	NE	95	95	134
Unisys Corp.	Blue Bell	PA	75	70	796
United Airlines Holdings, Inc.	Chicago	IL	100	100	78
United Nations Federal Credit Union	Long Island City	NY	80		
United Natural Foods Inc.	Providence	RI	10	20	310
United Parcel Service Inc.	Atlanta	GA	100	100	41
United Services Automobile Association	San Antonio	TX	100	100	101
United States Steel Corp.	Pittsburgh	PA	100	100	222
UnitedHealth Group Inc.	Minnetonka	MN	100	100	6
Univar Solutions Inc.	Downers Grove	IL	100	85	353
Universal Health Services, Inc.	King of Prussia	PA	20	20	293
University of Phoenix	Phoenix	AZ	100	100	
Univision Communications Inc.	Miami	FL	100	100	801
Unum Group	Chattanooga	TN	100	100	273
UPMC Health Plan	Pittsburgh	PA	100	100	
Urban Outfitters Inc.	Philadelphia	PA	80	75	634
US Foods Inc.	Rosemont	IL	75	30	125

Employer	Headquarters Location	State	Rating		Fortune 1000
			2021 CEI Rating	2020 CEI Rating	
USG Corp.	Chicago	IL	40	40	
UW Credit Union	Madison	WI	95		
Valero Energy Corp.	San Antonio	TX	60	20	24
Vanguard Group Inc.	Malvern	PA	100	100	
Veritas Technologies LLC	Mountain View	CA	60	60	
Veritiv	Atlanta	GA	75	20	347
Verizon Communications Inc.	New York	NY	100	100	19
VERMEG SARL	New York	NY	100	100	
Vertex Pharmaceuticals Inc.	Boston	MA	100	100	752
VF Corp.	Greensboro	NC	100	100	252
ViacomCBS	New York	NY	100	100	217
Vinson & Elkins LLP	Houston	TX	100	100	
Virgin Orbit	Long Beach	CA	100	95	
Visa	San Francisco	CA	100	100	153
Vision Service Plan	Rancho Cordova	CA	40	40	
Vistra Energy	Irving	TX	20	20	337
Vivint Smart Home Inc.	Provo	UT	90	85	
Vizient Inc.	Irving	TX	85		
VMLY&R	Kansas City	MO	100		
VMware Inc.	Palo Alto	CA	100	100	
Volkswagen Group of America Inc.	Herndon	VA	90	90	
Vorys, Sater, Seymour and Pease LLP	Columbus	OH	100	100	
Vox Media Inc.	Washington	DC	100	100	
Voya Financial	New York	NY	100	100	343
W.R. Berkley	Greenwich	CT	0	20	397
W.W. Grainger Inc.	Lake Forest	IL	100	100	282
Wabtec Corporation	Pittsburgh	PA	85		589
Wachtell, Lipton, Rosen & Katz	New York	NY	90	90	
Waddell & Reed Financial Inc.	Overland Park	KS	100	95	
Walgreen Co.	Deerfield	IL	100	100	17
Walmart Inc.	Bentonville	AR	100	100	1
Walt Disney Co., The	Burbank	CA	100	100	53
Warby Parker	New York	NY	100	100	
Warner Music Group	New York	NY	100	100	
Washington Permanente Medical Group	Renton	WA	95	95	
Waste Management Inc.	Houston	TX	80	90	213
Waters Corp.	Milford	MA	95		875
Wawa Inc.	Wawa	PA	100	100	
Wayfair	Boston	MA	100	85	446
WE Communications	Bellevue	WA	100	100	

Employer	Headquarters Location	State	Rating		Fortune 1000
			2021 CEI Rating	2020 CEI Rating	
Weil, Gotshal & Manges LLP	New York	NY	100	100	
WellCare Health Plans Inc.	Tampa	FL	100	100	155
Wellmark Inc.	Des Moines	IA	100	100	
Wells Fargo & Co.	San Francisco	CA	100	100	29
Wendy's Co., The	Dublin	OH	100	100	
WESCO International Inc.	Pittsburgh	PA	60	45	370
West Monroe Partners LLC	Chicago	IL	100	95	
Western & Southern Financial Group	Cincinnati	OH	0	0	421
Western Digital Corp.	San Jose	CA	100	100	152
Western Union Co., The	Denver	CO	85	80	498
Westlake Chemical	Houston	TX	20	20	352
WestRock	Atlanta	GA	100	90	190
Weyerhaeuser Co.	Seattle	WA	85	95	406
Whirlpool Corp.	Benton Harbor	MI	100	100	148
White & Case LLP	New York	NY	100	100	
Wiley Rein LLP	Washington	DC	100	100	
William Blair & Company LLC	Chicago	IL	100	95	
Williams & Connolly LLP	Washington	DC	90		
Williams Companies Inc.	Tulsa	OK	95	90	348
Williams Mullen Clark & Dobbins	Richmond	VA	100	100	
Williams-Sonoma Inc.	San Francisco	CA	90	90	495
Willis Towers Watson	Arlington	VA	100	100	
Willkie Farr & Gallagher LLP	New York	NY	100	85	
Wilmer Cutler Pickering Hale & Dorr LLP	Washington	DC	100	100	
Wilson Sonsini Goodrich & Rosati PC	Palo Alto	CA	100	100	
Windstream Corp.	Little Rock	AR	70	70	493
Winston & Strawn LLP	Chicago	IL	100	100	
Wipro Ltd.	East Brunswick	NJ	95	90	
Womble Bond Dickinson (US) LLP	Winston-Salem	NC	100	100	
Wood	Houston	TX	60		
Workday Inc.	Pleasanton	CA	100	100	797
World Fuel Services	Miami	FL	20	20	83
World Wide Technology, Inc.	St. Louis	MO	75		
WPP Group USA	New York	NY	100	85	
Wyndham Destinations	Orlando	FL	100	100	561
Wyndham Hotels & Resorts Inc.	Parsippany	NJ	100	100	
Wynn Resorts Ltd.	Las Vegas	NV	90	90	448
Xcel Energy Inc.	Minneapolis	MN	100	100	274
Xerox Corp.	Norwalk	CT	100	100	318
Xperi Holdings Corporation	San Jose	CA	85		

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Employer	Headquarters Location	State	Rating		
			2021 CEI Rating	2020 CEI Rating	Fortune 1000
XPO Logistics	Greenwich	CT	85	85	180
Xylem Inc.	Rye Brook	NY	100	100	528
Yelp Inc.	San Francisco	CA	100	100	
Yext Inc.	New York	NY	100	100	
Young's Market Co.	Tustin	CA	75	75	
Yum China Holdings	Plano	TX	30	30	362
Yum! Brands Inc.	Louisville	KY	95	80	494
Zendesk Inc	San Francisco	CA	100	100	
ZenPayroll Inc. dba Gusto	San Francisco	CA	90		
Zillow Group	Seattle	WA	100	100	
Zoetis Inc.	Parsippany	NJ	100		487
ZS Associates Inc.	Evanston	IL	100	100	
Zurich North America	Schaumburg	IL	90	90	

Acknowledgements



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

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About the Workplace Equality Program

The Corporate Equality Index is a project of the Workplace Equality Program at the Human Rights Campaign Foundation. In addition to the CEI, the Workplace Equality Program researches, develops and advocates for greater equity and inclusion for LGBTQ workers at the federal, state and local levels, and provides support to employers seeking to enhance LGBTQ inclusion via education, training, policy and consulting assistance.

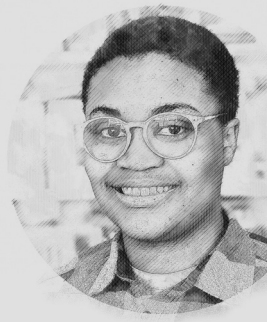
Meet the Workplace Equality Program Team

Beck Bailey (*he/him*) is the Director of the Workplace Equality Program at the Human Rights Campaign Foundation and the author of the CEI. In addition to managing the development and publication of the Corporate Equality Index, he oversees the team's projects related to LGBTQ workplace inclusion including research on the experience of LGBTQ people at work, LGBTQ diversity & inclusion training and education, and mobilizing businesses to support LGBTQ inclusion in the public square. Prior to his work at HRC, Beck spent more than 25 years in the private sector focused primarily on operations and organizational change management. He holds an MBA from the University of Massachusetts Amherst and a BS in Management from Virginia Tech. He proudly sits in the Board of Directors for Reaching Out MBA.

RaShawn Hawkins, SHRM-CP (*she/her*) is the Deputy Director of the Workplace Equality Program at the Human Rights Campaign Foundation. As Deputy Director, RaShawn leads the team's work to create tools for employers to deepen their LGBTQ inclusion efforts including training & education programs, policy guidance and employee engagement resources. Prior to joining HRC, RaShawn worked in corporate Human Resources roles including Learning & Development. She holds a BA in Interdepartmental Studies from University of Iowa.



Milagros Chirinos (*she/her*) is the Associate Director of Global Business Programs for the HRC Foundation. As Associate Director, Milagros leads HRC's Equidad MX and CL — two in-country programs designed to promote LGBTQ-inclusive workplaces in Mexico and Chile respectively. In her four-year tenure, Milagros has deepened HRC's fieldwork in the Latin American region and has played a leadership role expanding the HRC Global Business programs. Milly was born in Lima, Peru and started her professional career in media and journalism in South Florida. She holds a master's degree in Hispanic Literature and Culture from the University of South Florida and is currently pursuing a Master of Business Administration from the University of Massachusetts Amherst.



Raina Nelson (*they/them*) is the Manager of the Corporate Equality Index for the HRC Foundation and co-author of the CEI. In this role, they engage directly with employers nationwide to identify and improve LGBTQ-inclusive policies, practices and benefits. Raina also manages all aspects of the CEI database and survey implementation. Before joining HRCF, Raina began their professional career conducting research on gender equity in education and the workplace. Raina graduated from New College of Florida with a Bachelor's degree in Political Science with a focus on the intersection of social identity and U.S. political ideology.



Courtney Stanford (*she/her*) is the Assistant for the Workplace Equality Program at the Human Rights Campaign Foundation. In this role, she fields questions from employers and employees nationwide about the CEI process, works on CEI survey review, and provides logistical support for the entire Workplace Equality Program team. Courtney holds a BA in International Studies and a minor in Environmental Policy from the University of South Florida.

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