



# CORPORATE EQUALITY INDEX 2018

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

**947**

of the Nation's  
Largest Businesses  
Demonstrated Their  
Commitment to LGBTQ  
Equality and Inclusion



CEI 2018

## Corporate Equality Index

©2017 by the Human Rights Campaign Foundation. The Human Rights Campaign Foundation owns all right, title and interest in and to this publication and all derivative works thereof. Permission for reproduction and redistribution is granted if the publication is (1) reproduced in its entirety and (2) distributed free of charge. The Human Rights Campaign name and the Equality logo are trademarks of the Human Rights Campaign. The Human Rights Campaign Foundation and design incorporating the Equality logo are trademarks of the Human Rights Campaign Foundation.

ISBN-13 978-1-934765-44-9 ISBN-10 1-934765-44-9





HUMAN  
RIGHTS  
CAMPAIGN  
FOUNDATION

# CORPORATE EQUALITY INDEX 2018

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

<b>2</b>	<b>Letter from HRC Foundation President</b>
<b>3</b>	<b>Executive Summary</b>
6	Equality at the Fortune-Ranked Companies
<b>8</b>	<b>Rating System and Methodology</b>
12	The Evolution of the Criteria
13	Criteria Changes and Clarifications for 2019 CEI
16	Criteria
<b>19</b>	<b>Findings</b>
20	Non-Discrimination Policies
22	Global Non-Discrimination Policies and Codes of Conduct
23	U.S. Contractor and Vendor Standards
24	Equal Benefits
28	Organizational Competency in LGBTQ Inclusion
34	Public Commitment
<b>37</b>	<b>Appendices</b>
38	Appendix A: Employers With Ratings of 100 Percent
55	Appendix B: Ratings and Criteria Breakdowns
92	Appendix C: Ratings by Industry, Descending Score
<b>130</b>	<b>About HRC Foundation's Workplace Equality Program</b>
130	Project Staff
131	Acknowledgments
<b>132</b>	<b>HRC Business Council</b>

**From tech startups to construction companies to auto manufacturers, major businesses – employing millions of Americans – are stepping up to ensure their workplaces are fully LGBTQ inclusive.**

**THIS YEAR, THE LGBTQ COMMUNITY HAS FACED ALL-**out assaults on our most fundamental civil rights from the highest levels of government. Basic decency and fairness have been flung out the window, and some of our bedrock American principles are being tested. That is why it is especially remarkable that this year has ushered in a new high watermark in lesbian, gay, bisexual, transgender and queer (LGBTQ) workplace inclusion.

**In our 16th edition of the Corporate Equality Index (CEI), a record-breaking 609 employers have earned perfect 100 percent scores.**

From tech startups to construction companies to auto manufacturers, major businesses – employing millions of Americans – are stepping up to ensure their workplaces are fully LGBTQ inclusive. On a practical level, this means that millions of LGBTQ workers across America – as well as LGBTQ workers employed by multinational companies around the globe – are covered under non-discrimination policies and able to bring their full selves to work every day.

We also continue to see major businesses ensuring that transgender employees can expect equal protections under their non-discrimination policies, gender transition guidelines, and access to inclusive health care. **The number of employers offering transgender-inclusive health care coverage leapt from 647 last year to 750 this year, including 58 percent of the Fortune 500-ranked businesses.**

It's no surprise that many top-scoring businesses are also top-performing businesses. They know that creating inclusive workplaces and communities where their employees can thrive is an investment in their own competitive edge. That's why LGBTQ-inclusive workplace policies are becoming the norm in the U.S., and having an impact around the globe. Today, more than 90 percent of CEI-rated businesses have embraced both sexual orientation and gender identity employment protections for their U.S.

and global operations.

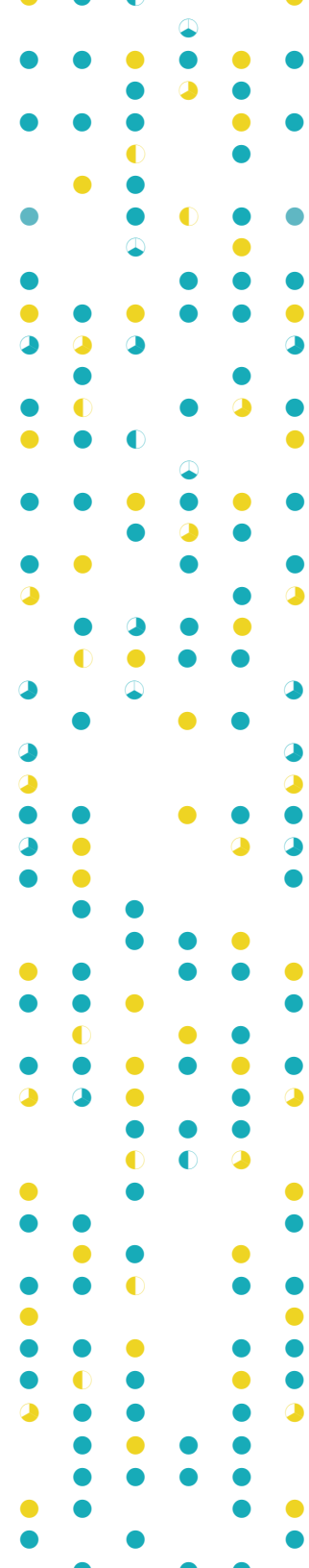
Businesses are also continuing to speak out when the rights of LGBTQ people come under attack. From joining the fight against anti-LGBTQ legislation in Texas to backing the federal Equality Act in record-breaking numbers, hundreds of corporate allies are raising their influential voices in the public square. Their support has been critical to fighting back against attacks on not only their LGBTQ workers, but millions of other LGBTQ people all across America who too often find themselves being attacked for cynical political gain.

Even with all of this progress, we know that inclusive policies and benefits are only part of what's needed to ensure that LGBTQ workers can thrive from the plant floor to the corner office. Today, marriage equality and hate crimes protections are the law of the land. But the lack of consistent, explicit federal protections in employment, housing, credit, public services and other essential aspects of American life remain major barriers to full equality for the LGBTQ community. While there is much to do and many crucial civil rights battles ahead, thanks to these private sector leaders, the march towards full equality is not slowing down.

Sincerely,



Chad Griffin, President  
Human Rights Campaign Foundation



# Executive Summary



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

# Corporate Equality Index 2018

**IN THIS 16TH EDITION OF THE HUMAN RIGHTS CAMPAIGN** Foundation's Corporate Equality Index, **609 businesses met every criteria and earned a 100 percent rating and the designation of being a "Best Place to Work for LGBTQ Equality."** This is the highest number of 100 percent-rated businesses in the history of the CEI. The first Index in 2002 had 13 top-rated companies.

The CEI universe includes Fortune magazine's 500 largest publicly traded businesses, American Lawyer magazine's top 200 revenue-grossing law firms (AmLaw 200) and hundreds of publicly and privately held mid- to large-sized businesses.

Top-rated CEI employers span nearly every industry and major geography of the United States and beyond. **Of the employers in the CEI with global operations (59 percent) 98 percent extend sexual orientation and gender identity-based workplace protections throughout their international operations.**

Employers featured in this report took concrete steps to ensure greater equity for LGBTQ workers and their families in the form of comprehensive policies, benefits and practices. The CEI rating criteria have four key pillars:

- **Non-discrimination policies across business entities;**
- **Equitable benefits for LGBTQ workers and their families;**
- **Internal education and accountability metrics to promote LGBTQ inclusion competency; and,**
- **Public commitment to LGBTQ equality.**

The CEI's framework is one of parity rather than prescription. In other words, we promote the adoption of LGBTQ-specific practices and language within existing business structures. For example, where businesses enumerate federally protected categories of workers in their non-discrimination policies (e.g. on the basis of race, religion, disability, etc.), we evaluate them on the inclusion of "sexual orientation" and "gender identity" protections. In terms of benefits, we evaluate employers on the provision of health insurance coverage for same-sex spouses and partners. In addition, we assess the availability of routine, chronic care and transition-related medical coverage for transgender employees and dependents.

These principles of parity reflect low-cost, high yield investments in major businesses' talent as well as in their broader profile as forward-looking, responsible businesses.

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

Fortune 500	2002	2008	2014	2016	2017	2018
<b>Sexual Orientation in Non-Discrimination Policy</b>	<b>61%</b>	<b>88%</b>	<b>91%</b>	<b>93%</b>	<b>75%</b>	<b>91%</b>
<b>Gender Identity in Non-Discrimination Policy</b>	<b>3%</b>	<b>25%</b>	<b>61%</b>	<b>92%</b>	<b>82%</b>	<b>83%</b>

In 2002, 13 businesses achieved a top score of 100 percent.

This year, a record 609 businesses achieved a top rating of 100 percent.

2002	2018	100% by Industry
	127	Law Firms
1	79	Banking and Financial Services
	43	Retail and Consumer Products
1	41	Insurance
	32	Consulting and Business Services
	29	Food, Beverages and Groceries
	21	Manufacturing
	21	Healthcare
	18	Pharmaceuticals
	17	Advertising and Marketing
	17	Computer Software
	17	Energy and Utilities
1	15	Internet Services and Retailing
	14	Entertainment and Electronic Media
4	12	Computer and Data Services
	12	Hotels, Resorts and Casinos
2	10	Aerospace and Defense
	10	Automotive
	10	Telecommunications
1	8	Apparel, Fashion, Textiles, Dept. Stores
1	8	Chemicals and Biotechnology
	8	High-Tech/Photo/Science Equip.
	6	Airlines
	5	Oil and Gas
1	4	Computer Hardware and Office Equipment
1	4	Transportation and Travel
	3	Real Estate, Commercial
	2	Education and Child Care
	2	Engineering and Construction
	2	Home Furnishing
	2	Mining and Metals
	2	Miscellaneous
	2	Mail and Freight Delivery
	1	Healthcare Medical Facilities
	1	Colleges and Universities
	1	Tobacco
	1	Waste Management

evaluation metric among other factors in assessing any employer or provider of goods or services.

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

- A full 83 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 non-discrimination policies and 97 percent of the entire CEI universe of businesses offer explicit gender identity non-discrimination protections.
- Fifty eight percent of the Fortune 500 and over three-fourths (79 percent) of the CEI universe of businesses offer transgender-inclusive health care coverage, up from 0 in 2002 and nearly three times as many businesses as five years ago. 103 new employers offer this coverage in the 2018 report.

Over four-hundred and fifty major businesses have adopted gender transition guidelines for employees and their teams to establish best practices in transgender inclusion.

In addition to the depth of investment the top-rated businesses have made in the name of equality, the 2018 CEI shows an unprecedented breadth of new, participating businesses. This year's CEI contains 65 new businesses that opted into the survey. **A grand total of 5,093 major brands fall under rated CEI businesses.**

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

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

## Equality at the Fortune-Ranked Companies

**230 OF THE FORTUNE 500-RANKED BUSINESSES ACHIEVED A** 100 percent rating (compared to 199 last year), with 14 of the top 20 Fortune-ranked businesses at this top score. Ninety-one percent of the Fortune 500 include “sexual orientation” in their nondiscrimination policies and 83 percent include “gender identity.” Over half of Fortune 500 companies offer transgender-inclusive health care benefits.

A record 344 of Fortune 500 businesses have official CEI ratings based on submitted surveys (as compared to 327 last year), with an average rating of 93 compared to 91 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 seventh year in a row.

**Businesses’  
Commitment to  
LGBTQ Employees**

	All Fortune 500	Fortune 500 Participants	Fortune 500 Non-Responders
Sexual Orientation in U.S. Non-Discrimination Policy	91%	99%	72%
Gender Identity in U.S. Non-Discrimination Policy	83%	99%	45%
Domestic Partner Benefits	60%	77%	16%
Transgender-Inclusive Benefits	58%	81%	0%
Organizational LGBTQ Competency	61%	85%	0%
Public Commitment to the LGBTQ Community	53%	74%	0%
<b>Average 2018 CEI Score</b>	<b>70%</b>	<b>93%</b>	<b>13%</b>



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

	Fortune1000	2018 CEI Score
<b>Wal-Mart Stores Inc.</b>	<b>1</b>	<b>*</b>
<b>Exxon Mobil Corp.</b>	<b>2</b>	<b>95</b>
<b>Apple Inc.</b>	<b>3</b>	<b>100</b>
Berkshire Hathaway Inc.	4	20
<b>McKesson Corp.</b>	<b>5</b>	<b>100</b>
<b>UnitedHealth Group Inc.</b>	<b>6</b>	<b>95</b>
<b>CVS Health Corp.</b>	<b>7</b>	<b>100</b>
<b>General Motors Co.</b>	<b>8</b>	<b>100</b>
<b>Ford Motor Co.</b>	<b>9</b>	<b>100</b>
<b>AT&amp;T Inc.</b>	<b>10</b>	<b>100</b>
<b>General Electric Co.</b>	<b>11</b>	<b>100</b>
<b>AmerisourceBergen Corp.</b>	<b>12</b>	<b>100</b>
<b>Verizon Communications Inc.</b>	<b>13</b>	<b>100</b>
<b>Chevron Corp.</b>	<b>14</b>	<b>100</b>
<b>Costco Wholesale Corp.</b>	<b>15</b>	<b>70</b>
<b>Federal National Mortgage Association (Fannie Mae)</b>	<b>16</b>	<b>100</b>
<b>Kroger Co., The</b>	<b>17</b>	<b>95</b>
<b>Amazon.com Inc.</b>	<b>18</b>	<b>100</b>
<b>Walgreen Co.</b>	<b>19</b>	<b>100</b>
<b>HP Inc.</b>	<b>20</b>	<b>100</b>

\* During the CEI survey cycle, two Equal Employment Opportunity Commission determinations were made public in the cases of Jessica Robison (**EEOC Charge Number 511-2015-01402**) and Charlene Bost (**EEOC Charge Number 430-2014-01900**). These determinations pointed to significant enforcement gaps in Wal-Mart's non-discrimination policy, specifically with regards to sex and gender identity. Pending remedial steps by the company, the CEI rating is suspended.

## 2018 Corporate Equality Index Rating System and Methodology

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

- **Non-discrimination policies across business entities;**
- **Equitable benefits for LGBTQ workers and their families;**
- **Internal education and accountability metrics to promote LGBTQ inclusion competency; and,**
- **Public commitment to LGBTQ equality.**

The CEI's framework is one of parity rather than prescription. In other words, we promote the adoption of LGBTQ-specific practices and language within existing business structures.

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

In addition to growing the number of highly-rated employers, the CEI has seen success in the reach of the survey. **The number of employers rated from the first CEI to the present has expanded from 319 to 947,** encompassing all major industry sectors and a global impact on 553 international employers.

### What Businesses Are Rated

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 (2016 Fortune 1000) and**
- **American Lawyer magazine's top 200 revenue-grossing law firms (2016 AmLaw 200).**

Additionally, any private-sector, for-profit employer with 500 or more full-time U.S. employees can request to participate, including those that are privately held.

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

### How We Obtain the Information

The primary source of information for the Corporate Equality Index rating each business received is the CEI survey sent every year to previous and prospective respondents.

The web-based survey included links to sample policies and other guidance on the HRC Foundation website. HRC Foundation staff provided additional assistance and direct consultation throughout the process and reviewed submitted documentation (required within each section) for appropriate language and consistency with survey answers. Businesses were able to check their preliminary ratings as they progressed through the online survey and were invited to provide HRC Foundation staff with any additional information or updates before this report went to print.

Invitations for the CEI 2018 survey were emailed and mailed in May 2017 and responses were due back August 2017. If a business had previously participated in the CEI, surveys were first sent to the individuals responsible for prior submissions. If a business had not previously participated in the CEI, surveys were sent to the chief executive officer or managing partner of the firm, as well as the highest-level

executive/s responsible for human resources, diversity, communications or community engagement when it was possible to obtain their contact information.

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

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 5.

## Official and Unofficial Ratings

The HRC Foundation may rate businesses that have not submitted a survey this year if the business had submitted a survey in previous years and the information is determined to be accurate, or if the HRC Foundation has obtained sufficient information to provide an individual rating. In both cases, the HRC Foundation notified the business of the official rating and gave them an opportunity for any updates or clarification prior to the report release.

Fortune 500-ranked businesses that after multiple invitations have never responded to the CEI survey were evaluated independently and have designated unofficial ratings listed in gray in Appendices B and C (none earned a 100 percent and are therefore not in Appendix A). We proactively evaluated these 137 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.

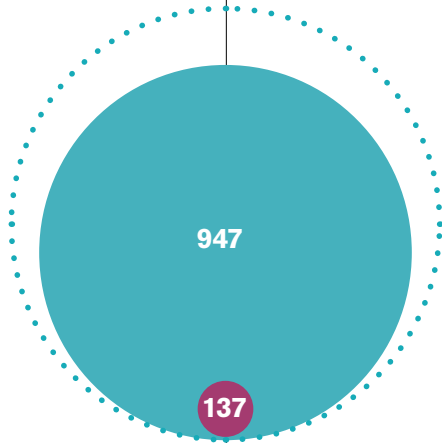
HRC Foundation commends those employers that have committed to work toward equality through the public and transparent process of the CEI survey and we invite these 137 companies to do the same.

In total, the CEI 2018 officially rates 344 Fortune 500 businesses, 104 Fortune 1000 businesses, 160 law firms and 339 additional major businesses. An additional 137 Fortune 500 businesses have unofficial ratings, bringing the total to 1,084 rated businesses.

A total number of 2,205 received invitations to take part in the survey.

- Of that number, 776 submitted surveys, and 947 were officially rated. Last year, a total of 2,106 businesses were sent invitations, 750 submitted surveys and 887 were rated.
- Sixty-five businesses participated for the first time this year, increasing the total number of rated businesses.

Findings in the following sections are based on the 947 officially rated businesses.



**87%** Percentage of the 1,084 rated employers participating in the CEI (947)

**13%** Percentage of the 1,084 rated employers who are non-responders, with unofficial ratings (137)

### How Ratings Are Used

The CEI is the primary source of data for two key HRC Foundation resources aimed at LGBTQ and allied consumers, employees, shareholders and prospective employees. They are:

- **HRC Foundation Employer Search**, a free online database of thousands of private and public sector U.S. employers available at [www.hrc.org/employerssearch](http://www.hrc.org/employerssearch).
- **Buying for Workplace Equality 2018**, a consumer-oriented guide based on CEI ratings, available at [www.hrc.org/buyersguide](http://www.hrc.org/buyersguide). Coinciding with the start of the winter holiday and shopping season, the guide is distributed online and via smartphone applications to thousands of LGBTQ consumers — estimated to have a cumulative spending power of \$917 billion, according to Witeck Communications. This accessible reference has given over 1 million consumers easy access to the CEI ratings corresponding to recognizable consumer brands.



### 'BEST PLACES TO WORK'

Businesses that achieve a rating of 100 in this report are recognized as "Best Places to Work for LGBTQ Equality" and are welcome to use this distinction in their recruitment and marketing efforts.



The buying power of the US LGBTQ adult population for 2015 was estimated at \$917 billion

Witeck Communications



## The Evolution of the Criteria

**The HRC Foundation is committed to maintaining a rigorous, fair, attainable and transparent CEI rating system.** Apart from the survey process itself, HRC Foundation staff work year-round to develop tools for employers to meet the criteria through online resources and direct consultation. Resources for each of the criteria are available at [www.hrc.org/workplace](http://www.hrc.org/workplace).

The HRC Foundation continually examines the criteria and gathers input to guide the future of the criteria. Changes to the CEI criteria are necessary to account for:

1. **The changing landscape of legal protections for LGBTQ employees and their families, both federally and from state to state; and**
2. **Emerging best practices to meet the needs of LGBTQ employees and ensure that LGBTQ employees are treated fairly in the workplace.**

The HRC Foundation is committed to providing at least 12 months' advance notice of any criteria changes.

### History of CEI Criteria Changes

2002	2004	2009	2014
<p>The first CEI rated employers strictly on seven criteria that remain the basis for today's scoring system. The original criteria were guided in part by the Equality Principles, 10 touch points for businesses demonstrating their commitment to equal treatment of employees, consumers and investors, irrespective of their sexual orientation and gender identity or expression.</p>	<p>The HRC Foundation released the second version of the criteria, with greater weight given to comprehensive domestic partner benefits and to transgender-inclusive health care coverage options. <b>These criteria went into effect in 2006 and remained in effect through 2010</b> (for the CEI 2011 report).</p>	<p>The HRC Foundation announced the third version of the criteria, with comprehensive requirements for partner benefits, transgender-inclusive benefits, organizational competency on LGBTQ issues and employers' public commitment to equality for the broader LGBTQ community. <b>These criteria went into effect in 2011</b> (for the CEI 2012 report).</p>	<p>The HRC Foundation announced new criteria requirements in place for the 2017 CEI. All of the changes stem from one guiding principle: that discrimination has no place in a top-rated CEI business. For a 100 percent in the 2017 Corporate Equality Index report, businesses must:</p> <ul style="list-style-type: none"> <li>● Have sexual orientation and gender identity non-discrimination protections explicitly included in all of its operations, both within the U.S. and global operations.</li> <li>● Require U.S. contractors to abide by companies' existing inclusive non-discrimination policy.</li> <li>● Implement internal requirements prohibiting U.S. company/ law firm philanthropic giving to nonreligious organizations that have a written policy of discrimination on the basis of sexual orientation and gender identity.</li> </ul>

*In keeping with the tenets outlined on the previous page, the following criteria go into effect next year. HRC will be conducting intensive education and outreach to ensure the success of CEI participants under the future 2019 criteria.*

## Criteria Changes and Clarifications for 2019 CEI

### Domestic Partner Benefits: The Parity Principle

**SINCE 2002, THE CEI HAS REQUIRED PARITY BETWEEN** spousal and partner benefits. After the *United States v. Windsor* and *Obergefell v. Hodges* Supreme Court rulings, HRC released a position paper cautioning against exposing LGBTQ employees to legal risks by switching to a marriage-only standard.

After the 2015 U.S. Supreme Court decision in *Obergefell v. Hodges*, ruling that marriage is a fundamental right to which same-sex couples should have the same access as opposite-sex couples, bringing marriage equality nationwide, employers have sought to do the right thing in the name of equality. While marriage equality is undoubtedly a monumental step towards full equality, LGBTQ individuals remain at risk for discrimination in many other walks of life.

LGBTQ Americans can get legally married but remain at risk of being denied services for who they are or risk being fired simply for getting married and wearing their wedding ring to the office the next day. Lacking protections based on sexual orientation and gender identity through federal and consistent state law, it remains legal to discriminate against LGBTQ individuals in employment, housing, and access to public places, federal funding, credit, education and jury service. Until LGBTQ Americans have full equality through the Equality Act, the CEI standards will continue to fill the void left by federal and state law, better serving the U.S. workforce.

While HRC never changed its partner benefits mandate, a small number of companies moved to spousal benefits only in the middle of the 2016 CEI season. These employers assumed that with the marriage ruling, the need for partner benefits was gone. This is not true and in fact, over the last decade most businesses that have offered same-sex partner benefits also extended these to opposite-sex partners to better meet the needs of their own diverse workforces. In other words, businesses have been decoupling benefits from the legal definition of marriage. Out of an abundance of understanding for our companies, we are accepting spousal equivalent benefits until the 2019 CEI, while ramping up our outreach efforts.

In the spirit of parity and partnership with our CEI participants, employers must offer both same- and opposite-sex partner benefits for a 100% in the 2019 Corporate Equality Index. The CEI continues to look beyond the law to actual best practices for LGBTQ workers and their families.

### For CEI 2017 (calendar year 2016) and CEI 2018 (calendar year 2017):

- Companies with full parity of benefits between same- and opposite-sex spouses or between same- and opposite-sex domestic partners will receive full credit of 10 points.
- Companies with spousal benefits only will receive full credit provided the definition of “spouse” in contracts and benefit paperwork is demonstrably inclusive of both same- and opposite-sex spouses.

### Starting with CEI 2019 (calendar year 2018):

- Barring any change to federal law allowing for full non-discrimination protections for LGBTQ people, full parity of benefits requires access to benefits for same- and opposite-sex spouses as well as for same- and opposite-sex domestic partners.
- To account for full family diversity, same-sex spousal benefits AND same- and opposite-sex domestic partner benefits will be necessary to achieve full credit of 10 points. (In essence we are giving companies a grace period to return to the original CEI mandate of partner benefits).

## Transgender-Inclusive Benefits

### Removal of all Exclusions and Affirming Comprehensive Coverage

To date, HRC, through our work in the Corporate Equality Index, has required private employers to mitigate exclusions for transition-related care in insurance documents, while also affirming care for transition-related benefits to earn the designation of “Best Places to Work for LGBTQ Equality.” Federal law now bans (under the Affordable Care Act and with the clarification of Section 1557) sex discrimination in health programs. HRC’s legal analysis is that mandates related to transgender health care coverage are ones in which **any procedure offered to a cisgender individual must also be offered for a transgender or transitioning individual without exclusion.** Understanding that the insurance market is evolving, businesses may be placing themselves at legal risk if they continue benefits plans containing transgender exclusions, even if riders or other plans affirm transition-related care or coverage for transgender individuals elsewhere.

#### For CEI 2017 (calendar year 2016) and CEI 2018 (calendar year 2017):

10 points for equal health coverage for transgender individuals in at least one firm-wide available plan without exclusion for medically necessary care that meets the following baseline criteria:

- Insurance contract explicitly affirms coverage
- Plan documentation is readily available to employees and clearly communicates inclusive insurance options to employees and their eligible dependents
- Benefits available to other employees must extend to transgender individuals. Where available for employees, the following benefits should all extend to transgender individuals, including for services related to transgender transition (e.g., medically necessary services related to sex reassignment):
  - 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

Eliminates Other Barriers to Coverage:

- No separate dollar maximums or deductibles limited to coverage of sex reassignment surgeries and related procedures.
- Explicit adequacy of network provisions apply. When the provider network has no adequate specialists (as determined by qualified area specialists), out-of-network providers will be covered at in-network rates, as well as coverage of travel and lodging expenses to such specialists.
- No other serious limitations. On a case by case basis, other serious limitations to coverage may be deemed sufficiently counterproductive to treatment success to disqualify a given plan from eligibility. Two examples: a) limitations on the time frame for, or number of, surgeries per individual would eliminate a plan from consideration (e.g., no “one surgery only” or “initial surgery” limitations); b) Similarly, exclusions for reversals of sex reassignment would also be regarded as unacceptable limits to coverage.

#### Starting with CEI 2019 (calendar year 2018):

Any blanket exclusions for transition related care must be eliminated in all health care plans (i.e. conform with the law) AND Explicit affirmation of coverage adhering to the criteria above (since 2012 CEI) is required retain the full 10 points (i.e. we are maintaining the existing standard)



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

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

The National Gay and Lesbian Chamber of Commerce (NGLCC) 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. By courting LGBTQ-owned businesses, over one-third of this year's rated companies and law firms demonstrated their commitment to LGBTQ inclusion and now reap the benefits of working with businesses in the diverse communities in which they operate. While the CEI criteria will not prescribe the addition of a supplier diversity program nor NGLCC membership, it is seen as a best practice by many leading companies with world-class supplier diversity programs.

**For CEI 2017 (calendar year 2016) and**  
**CEI 2018 (calendar year 2017):**

- Participants will continue earning credit for having an LGBTQ supplier diversity program as one of their three efforts to earn 10 points under Public Engagement.

**Starting with CEI 2019 (calendar year 2018):**

- Participants with a supplier diversity program must include LGBTQ suppliers in their outreach efforts to maintain full credit in this section. Participants with a supplier diversity program that does not include LGBTQ diversity will lose 5 points under Public Engagement.
- Participants need not be NGLCC partners, but must have outreach to LGBTQ-owned businesses if seeking credit in this category.

## Criteria

<b>Criteria 1</b>	<b>Equal employment opportunity policy includes:</b> <b>a. Sexual orientation for all operations</b> <b>b. Gender identity for all operations</b> <b>c. Contractor/vendor standards include sexual orientation and gender identity</b>	<b>15 points</b> <b>15 points</b> <b>5 points</b>
<b>Criteria 2</b>	<b>Employment benefits</b> <b>a. Equivalent spousal and partner benefits</b> <ul style="list-style-type: none"> <li>● Equivalent medical benefits           <ul style="list-style-type: none"> <li>○ Includes parity between employer-sponsored benefits for opposite-sex spouses and same-sex partners or spouses in the provision of the following benefits: COBRA; dental; vision; legal dependent coverage</li> </ul> </li> </ul> <b>b. Other “soft” benefits – includes parity between employer-sponsored benefits for opposite-sex spouses and same-sex partners or spouses: bereavement leave; employer-provided supplemental life insurance for a partner; relocation/travel assistance; adoption assistance; qualified joint and survivor annuity for partners; qualified pre-retirement survivor annuity for partners; cash balance; rollover and hardship options; retiree health care benefits; and employee discounts</b> <b>c. Transgender-inclusive health insurance coverage</b> <ul style="list-style-type: none"> <li>● Equal health coverage for transgender individuals without exclusions for medically necessary care           <ul style="list-style-type: none"> <li>○ Insurance contract explicitly affirms coverage and contains no blanket exclusions for coverage</li> <li>○ Insurance contract and/or policy documentation is based on the World Professional Association for Transgender Health (WPATH) Standards of Care</li> <li>○ Plan documentation must be readily available to employees and must clearly communicate inclusive insurance options to employees and their eligible dependents.</li> <li>○ Benefits available to other employees must extend to transgender individuals. The following benefits should extend to transgender individuals, including for services related to gender transition (e.g., medically necessary services related to sex affirmation/ reassignment):               <ul style="list-style-type: none"> <li>◆ Short-term medical leave</li> <li>◆ Mental health benefits v Pharmaceutical coverage (e.g., for hormone replacement therapies)</li> <li>◆ Coverage for medical visits or laboratory services</li> <li>◆ Coverage for reconstructive surgical procedures related to sex reassignment</li> <li>◆ Coverage of routine, chronic or urgent non-transition services</li> <li>◆ Plan language ensuring “adequacy of network” or access to specialists should extend to transition-related care (including provisions for travel or other expense reimbursements)</li> </ul> </li> <li>○ Dollar maximums on this area of coverage must meet or exceed \$75,000.</li> </ul> </li> </ul>	<b>10 points</b>  <b>10 points</b>  <b>10 points</b>

<b>Criteria 3</b>	<p><b>Organizational LGBTQ competency</b></p> <p><b>a. Competency training, resources or accountability measures</b> <i>Businesses must demonstrate a firm-wide, sustained and accountable commitment to diversity and cultural competency, including at least three of the following elements:</i></p> <ul style="list-style-type: none"> <li>● New hire training clearly states that the non-discrimination policy includes sexual orientation and gender identity and provides definitions or scenarios illustrating the policy for each</li> <li>● Supervisors undergo training that includes sexual orientation and gender identity as discrete topics (may be part of a broader training), and provides definitions or scenarios illustrating the policy for each</li> <li>● Integration of sexual orientation and gender identity in professional development, skills-based or other leadership training that includes elements of diversity and/or cultural competency</li> <li>● Senior management/executive performance measures include LGBTQ diversity metrics</li> <li>● Gender transition guidelines with supportive restroom/ facilities, dress code and documentation guidance</li> <li>● Anonymous employee engagement or climate surveys conducted on an annual or biennial basis allow employees the option to identify as LGBTQ</li> <li>● Data collection forms that include employee race, ethnicity, gender, military and disability status – typically recorded as part of employee records – include optional questions on sexual orientation and gender identity</li> </ul> <p><b>b. Employee group –or– Diversity council</b></p>	<p><b>10 points</b></p> <p><b>10 points</b></p>
<b>Criteria 4</b>	<p><b>Public commitment</b></p> <p><b>a. LGBTQ-specific efforts, including at least three of the following:</b> <i>recruiting, supplier diversity, marketing or advertising, philanthropy or public support for LGBTQ equality under the law, and have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people.</i></p> <ul style="list-style-type: none"> <li>● Businesses must demonstrate ongoing LGBTQ-specific engagement that extends across the firm, including at least three of the following: <ul style="list-style-type: none"> <li>○ LGBTQ employee recruitment efforts</li> <li>○ Supplier diversity program with demonstrated effort to include certified LGBTQ suppliers</li> <li>○ Marketing or advertising to LGBTQ consumers (e.g., advertising with LGBTQ content, advertising in LGBTQ media or sponsoring LGBTQ organizations and events)</li> <li>○ Philanthropic support of at least one LGBTQ organization or event (e.g., financial, in-kind or pro bono support)</li> </ul> </li> <li>● Implement corporate giving guidelines prohibiting philanthropic giving to non-religious organizations that have a written policy of discrimination on the basis of sexual orientation and/or gender identity and/or have a policy explicitly permitting its own chapters, affiliates, etc. to discriminate</li> </ul>	<p><b>10 points</b></p> <p><b>5 points</b></p>
<b>Criteria 5</b>	<p><i>Employers will have 25 points deducted from their score for a large-scale official or public anti-LGBTQ blemish on their recent records.</i></p>	
<b>CEI 2018 Perfect Score</b>		<b>100 points</b>



# Findings

## Non-Discrimination Policies

**THE MOST FOUNDATIONAL STEP FOR A BUSINESS TO** become more inclusive of LGBTQ employees is the implementation of an affirmative equal opportunity/ non-discrimination policy that specifically covers sexual orientation and gender identity as protected characteristics with regard to employment decisions (namely hiring, firing and promotional practices).

Federal laws clearly and consistently afford protections from workplace discrimination on the basis of race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability and genetic information but do not afford these same protections on the basis of sexual orientation or gender identity.

Currently, the Federal Equal Employment Opportunity Commission is accepting complaints of sexual orientation and gender identity discrimination in employment based on Title VII's prohibition against sex discrimination. In addition, some states have passed laws and ordinances to establish workplace protections for lesbian, gay, bisexual, transgender and queer employees, but only 20 states explicitly provide workplace protections on the basis of gender identity and 22 on the basis of sexual orientation.

Despite this patchwork of state laws and federal guidance, private sector employers have far outpaced lawmakers in the implementation of fully inclusive non-discrimination policies.

## Sexual Orientation Protections

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

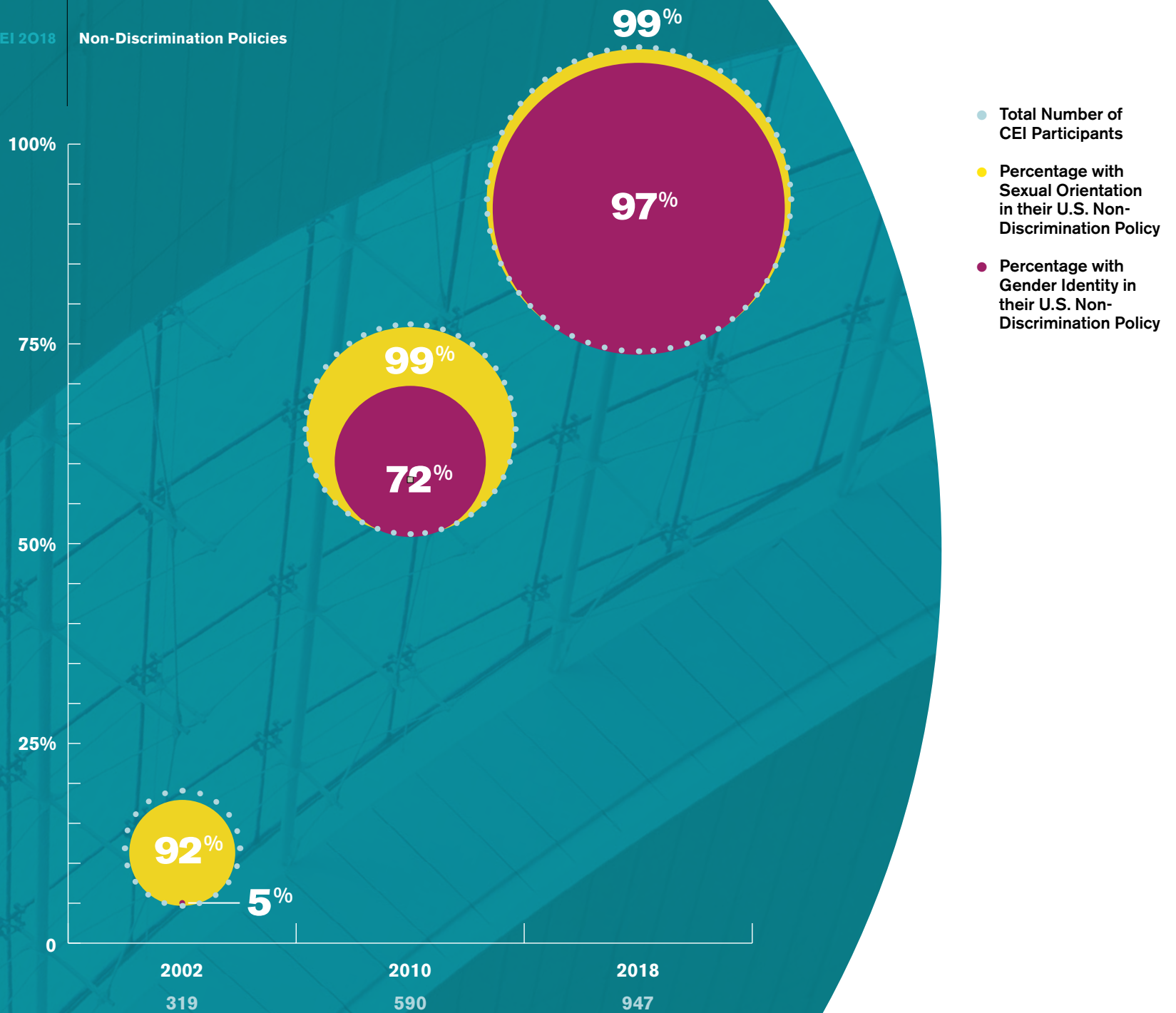
**95%** of CEI-rated employers provide employment protections on the basis of sexual orientation in the U.S. and globally.

## Gender Identity Protections

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

**93%** of CEI-rated employers provide employment protections on the basis of gender identity in the U.S. and globally.

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



## Global Non-Discrimination Policies and Codes of Conduct

**59%** of CEI-rated employers have operations outside of the United States.

**98%** of global CEI businesses have fully inclusive, globally applicable non-discrimination policies and/ or codes of conduct.

The majority of businesses surveyed on the CEI – 59 percent of rated employers – have operations outside of the United States. Whether an employee is being relocated internationally, or merely traveling internationally on business for a finite period of time, the non-discrimination protections that they are afforded by their CEI-rated U.S. employer must be portable. Sexual orientation and gender identity protections must be consistently upheld either by global company policy, or must be ensured by the operating U.S. entity in a global partnership sponsoring the traveling employee.



**98%**

of global CEI businesses have fully inclusive, globally applicable non-discrimination policies and/or codes of conduct.



## U.S. Contractor and Vendor Standards

### Criterion 1c **Businesses That Prohibit Discrimination Based on Sexual Orientation and Gender Identity in their Contractor/Vendor standards**

**94%** of CEI-rated employers require that their suppliers abide by a non-discrimination policy that is inclusive of sexual orientation and gender identity

A business typically relies 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' own standards, it is necessary for businesses to establish standards of conduct that set expectations for behavior of their suppliers. Where supplier mandates currently exist with respect to non-discrimination, these mandates must explicitly include sexual orientation and gender identity alongside other named categories. This ensures consistency in the corporate policies and values of non-discrimination between the employer and its contractors – those it decides to reward with its business. In addition, many worksites have employees from different businesses working side by side. This standard makes the expectations and policies in the workplace more consistent.



**94%**

**of CEI-rated employers have U.S. supplier non-discrimination standards that include sexual orientation and gender identity.**

## Equal Benefits

### **COMPETITIVE EMPLOYER-PROVIDED BENEFITS' PACKAGES ARE CRITICAL TO**

attracting and retaining talent. From health care coverage to retirement investments and more, ensuring LGBTQ-inclusive benefits to employees and their families is an overall low-cost, high-return proposition for businesses. Most employers report an overall increase of less than 1 percent of total benefits costs when they implement partner benefits and marginal increases related to transgender-inclusive health care coverage (i.e. a fraction of a decimal point of cost calculations).

In addition, equitable benefits structures align with the principle of equal compensation for equal work. Apart from actual wages paid, benefits account, on average for approximately 31.5 percent of employees' overall compensation (BOL 2016). Therefore, employers have amended many benefits structures to ensure that this valuable bundle of benefits is equitably extended to their workforce, irrespective of sexual orientation and gender identity.

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

- **Parity between benefits available for opposite-sex spouses and same-sex partners/ spouses; and**
- **Transgender-inclusive health insurance coverage of medically necessary treatment and care.**

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 opposite-sex spouses and same-sex partners/spouses.

The premise of parity drives businesses meeting the partner benefits and transgender-inclusive health care coverage criteria. In its CEI scoring, the HRC Foundation does not penalize an employer if a particular benefit is not offered to any employees, but holds employers accountable to provide equitable benefits to LGBTQ employees and their families across the complete package of benefits offered.

In other words, all of the benefits extended to employees with a partner or spouse of an opposite sex are equally extended to same-sex partners and spouses. Similarly where routine care, hormone therapies and medically necessary surgeries and procedures are available to cisgender (people who are not transgender), these same health care benefits are equally

### Equivalent same-sex spousal and/or same-sex partner benefits

extended to transgender plan enrollees. Many employers have begun to comprehensively address health insurance coverage for transgender individuals, and most have experienced little to no premium increases as a result.

In 2015, the United States Supreme Court determined in *Obergefell v. Hodges* that same-sex couples have a Constitutional right to marry nationwide. With that ruling, businesses must provide marital benefits to an employee's same-sex spouse as marital benefits (i.e. not a different system of coverage). At the same time, most businesses rated in the CEI offer domestic partner benefits, a mandate since the first CEI – 82 percent – and of those, a full 89 percent extend these benefits to all partners, irrespective of the gender of the partner. While there is no legal obligation to provide domestic partner benefits, businesses have sought to cover employees and their families as a function of their own needs in serving a diverse workforce. In the context of LGBTQ equality and equity, preserving partner benefits is a best practice and will be re-evaluated in the 2019 CEI. Despite the significant progress brought on by marriage equality, LGBTQ people remain without federal civil rights protections with respect to employment, housing, public services and other aspects of daily life; therefore, a mandate to be married in order to access health care coverage disproportionately exposes these employees and their families to risk.

### Transgender-Inclusive Health Care Benefits

Until recently, virtually all commercially available insurance plans contained so-called “transgender exclusions” that barred coverage for routine, chronic and transition-related services.

In 2004 the HRC Foundation identified transgender-inclusive health care coverage as an area of educational outreach and criteria inclusion. From 2006 through the 2011 CEI, a top score meant businesses needed to mitigate at least one exclusion among five critical categories of transgender health care, namely: mental health; pharmacy benefits for hormone therapy; medical visits and lab procedures related to hormone therapy; surgical procedures; and, short-term leave for surgical procedures. While awareness of barriers to transgender health care coverage steadily increased, a majority of CEI-rated businesses plateaued in offering mental health care coverage and/ or short-term leave for surgical procedures but did not mitigate the exclusions related to other medically necessary treatments.

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

## Transgender-Inclusive Health Care Benefits

The HRC Foundation embarked on a massive campaign of educational and consultative efforts to address health care and insurance disparities for the transgender population and their families, including: outreach to leading health insurance companies; direct consultation with both fully and self-insured employers to modify their health care plans and collection and dissemination of cost and utilization data from leading businesses.

The HRC Foundation has, in partnership with hundreds of major businesses taking part in the CEI, led great change in employer-provided health insurance coverage for transgender people. However, much work remains to change the market standard for coverage to more comprehensively cover the full range of medically necessary treatments that may be part of a gender transition. The HRC Foundation is working with employers and insurance providers to further build out a next generation of best-in-class coverage for future CEIs.

**In this year's CEI, a record 750 (79 percent) of CEI-rated businesses offer at least one plan option with current market standard coverage,** up from 0 in 2002, 49 in the 2009 CEI report, 278 in the 2013 CEI report, 418 in the 2015 CEI report, and 647 in last year's 2017 CEI report.

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

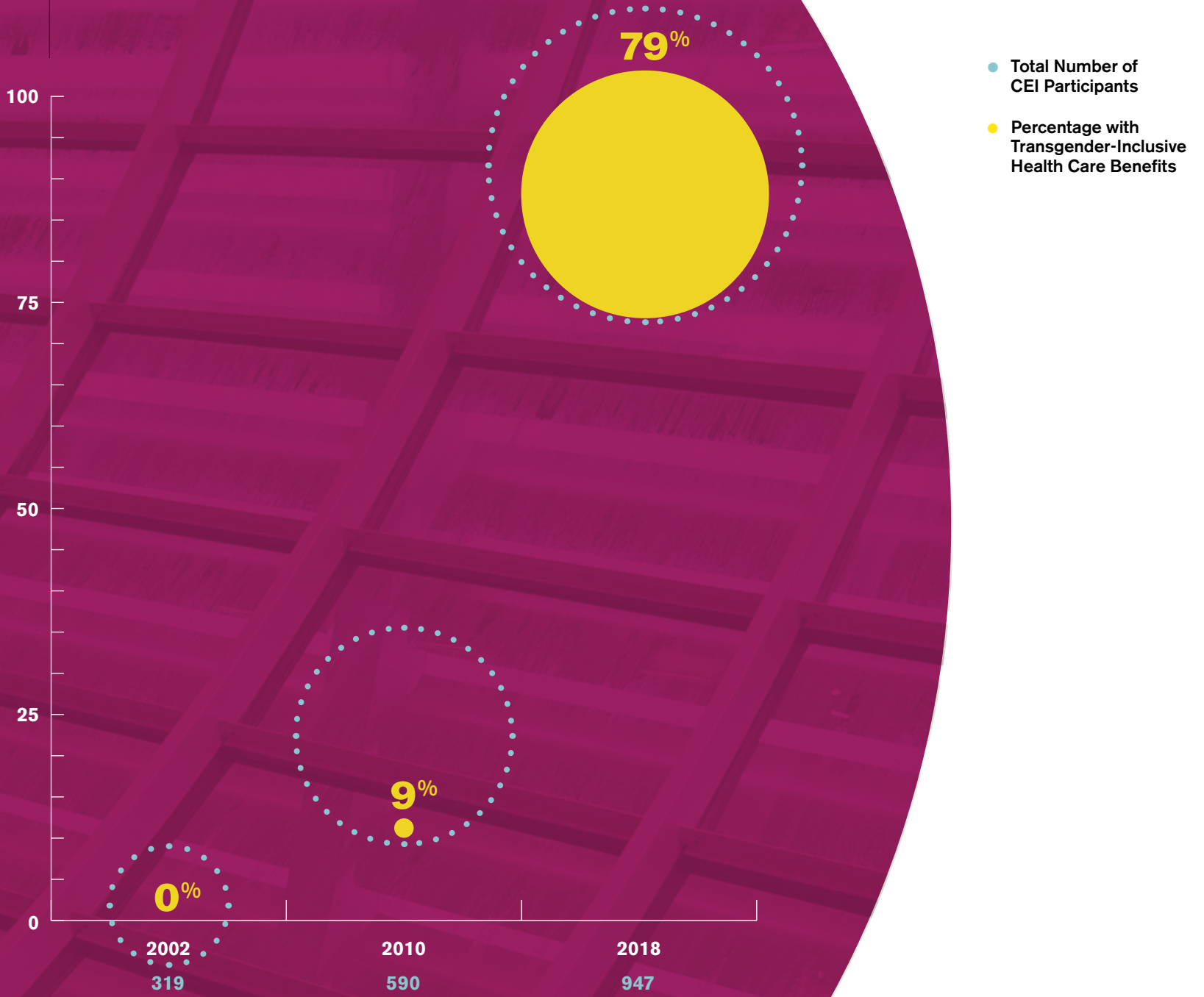
## Equal Benefits

### Criterion 2c **Businesses That Offer at Least One Transgender-Inclusive Health Care Plan**

**79%** of this year's rated businesses afford transgender-inclusive health care coverage options through at least one firm-wide plan. This coverage includes:

- short-term leave,
- counseling by a mental health professional,
- hormone therapy,
- medical visits to monitor hormone therapy and
- surgical procedures

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



## Organizational Competency in LGBTQ Inclusion

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

**83%** of CEI-rated employers offer a robust set of practices (at least three efforts) to support organizational LGBTQ diversity competency.

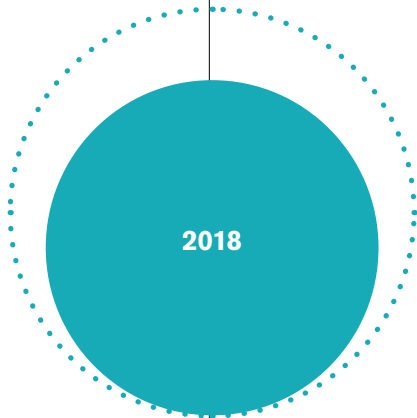
Equitable policies and benefits are critical to LGBTQ inclusion in the workforce but alone are not sufficient to support a truly inclusive culture within a workplace. Employers recognize that beyond the letter of a policy, additional programming and educational efforts are necessary.

Some of the most common forms of LGBTQ inclusion efforts are: diversity training programs, LGBTQ metrics and evaluation mechanisms and gender transition guidelines. Many employers integrate these educational programs into already existing diversity and inclusion programs. To obtain

full credit in this criterion, employers must show at least three types of organizational competency programming. This comprehensive metric is provided as accountability for employers to devote resources to creating and maintaining a climate of inclusion.

In light of policy and benefits expansion, the HRC Foundation has rolled out a number of studies and resources aimed at making the policies and benefits part of an everyday workplace practice of LGBTQ inclusion. Our latest such publication is *Transgender Inclusion In the Workplace: A Toolkit for Employers*, a comprehensive resource to guide employer transgender inclusion efforts. The toolkit includes HRC's best practice guidance on transgender inclusive policies and practices (including sample policies) as well as guidance for implementing transgender-inclusive healthcare benefits. Addressing the gap in training and education materials, the toolkit includes scenario-based learning that uses real life examples from HRC's work with businesses to illuminate the everyday experiences of transgender workers on the job.

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



**83%**

**CEI-rated Employers that offer a robust set of practices (at least three efforts) to support organizational LGBTQ diversity competency**

**Gender Transition Guidelines**

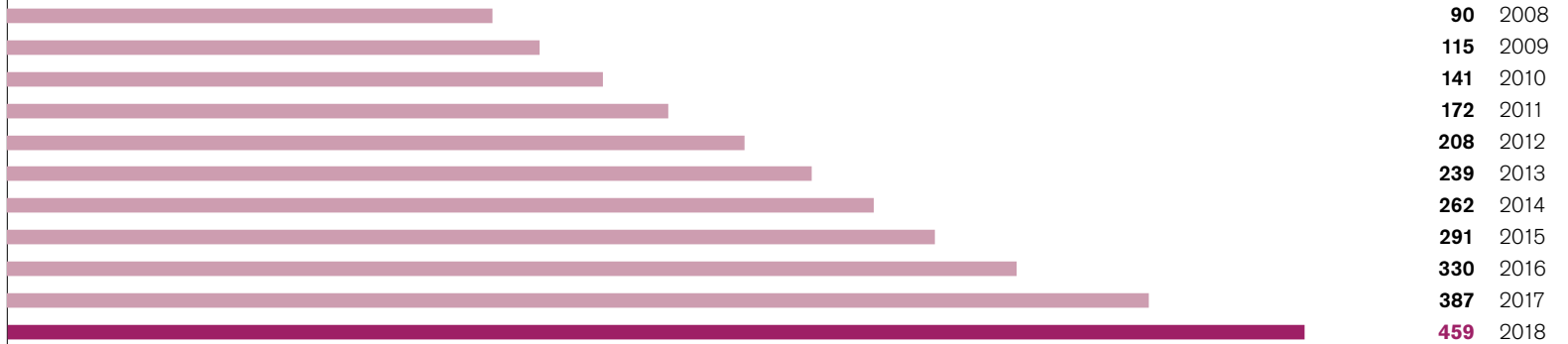
Having easily understandable and accessible guidelines on the gender transition process is a best practice in setting forth some structure to support a respectful and successful workplace transition. The guidelines are aimed at establishing common reference points and expectations for all involved, including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

**A record 459 major employers submitted gender transition guidelines** – the vast majority of which were adopted from the HRC Foundation’s template guidelines (available at [www.hrc.org/transtoolkit](http://www.hrc.org/transtoolkit)).

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



The number of major employers with gender transition guidelines



## Diversity Training and Educational Programs

**88%** of businesses have inclusive diversity training.

Diversity training and educational programs are often essential to employee onboarding processes as well as managerial and leadership trainings. Practically speaking “sexual orientation” and “gender identity” workplace protections are not self-evident in concept and do not enjoy a history of federal guidance as other categories do. Most employees need some direction as to what these policies mean in their workplaces with regard to employee expectations. In addition, training and educational programs are key platforms for employers to show alignment in their business values around inclusion with broader business objectives such as reaching diverse market shares, attracting talent and more.

Trainings may be in-person or web-based modules; credit is given to employers that include definitions or scenarios of how “sexual orientation” and “gender identity” are included in the employer’s non-discrimination policy as discrete subjects within broader trainings or as standalone trainings.

While some employers meet this requirement with basic new-hire training (82 percent of all employers), others have developed fully integrated diversity and inclusion programs that combine lessons on diversity with other trainings that are skills or policy-based. For example, a training focused on the professional development of new managers may cover a range of topics including job-related software skills, ethics training, and organizational values with respect to promoting diversity and inclusion. **Sixty-two percent of this year’s rated businesses indicated that they offer such integrated training programs.**

## Counting LGBTQ Employees: Optional Self-Identification Questions

**49%** of CEI-rated employers offer employees question options to voluntarily disclose their sexual orientation and gender identity on anonymous surveys or confidential HR records.

Unlike other diversity categories such as race and gender, employers are not required by law to collect data on the LGBTQ people they employ. However, in order to track the progress of their own LGBTQ-inclusion efforts, many employers have implemented optional self-identification questions for employees to select options for their sexual orientation and gender identity, alongside other standard demographic questions. As the business maxim states: “If you can’t measure it, you can’t manage it” and so hundreds of businesses have started to count their LGBTQ employees just as they do other diverse work segments in order to evaluate successes and mitigate challenges to talent investment.

Anonymous workplace climate surveys can provide valuable information on broader engagement measures and their reach across the LGBTQ workforce. Currently, forty-nine percent of all CEI participants allow employees to voluntarily disclose their sexual orientation and gender identity on anonymous surveys or confidential Human Resource records.



CEI 2018 Organizational Competency in LGBTQ Inclusion

100

75

50

25

0

2002

319

2010

590

2018

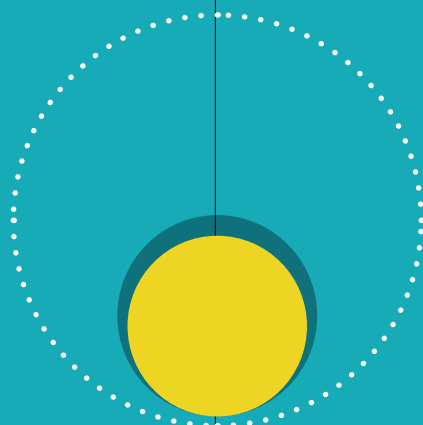
947

88%

76%

54%

- Total Number of CEI Participants
- Percentage with Inclusive Diversity Training



44%

CEI-rated employers allow senior leaders to submit LGBTQ-focused diversity efforts as part of their annual review of contributions to organizational diversity and inclusion goals

49%

CEI-rated employers offer employees question options to voluntarily disclose their sexual orientation and gender identity on anonymous surveys or confidential HR records.

### Senior Leadership Metrics of Inclusion

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

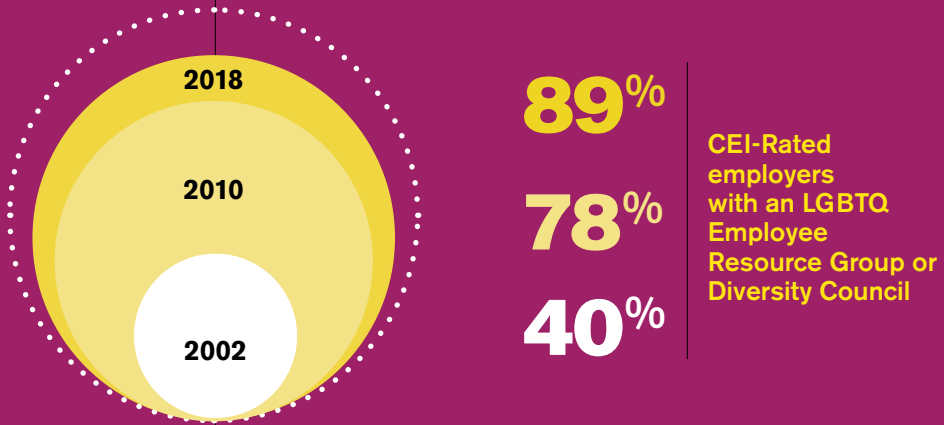
### Criterion 3b LGBTQ/Allies Employee Groups and Diversity Councils

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

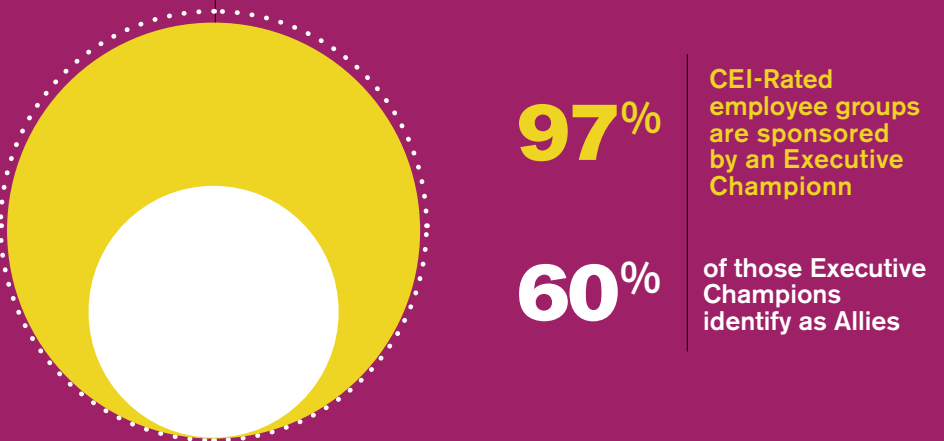
- To foster a sense of community and visibility of these diverse populations within a business; and
- To leverage each unique populations' networks and skills to help accomplish business goals such as market innovation, recruitment and retention of talent.

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

Employers usually provide these groups with a budget and access to resources such as meeting rooms and email networks. The groups provide a clear line of communication between employees and management.



CEI-Rated employers with an LGBTQ Employee Resource Group or Diversity Council



CEI-Rated employee groups are sponsored by an Executive Champion

of those Executive Champions identify as Allies

LGBTQ/A ERGs empower employees as change agents, and also help to provide a sense of safety and acceptance for LGBTQ employees within the workplace.

Recognizing the differences in businesses rated in the CEI, Criterion 3b can also be met with an organization-wide diversity council or working group with a mission that specifically includes LGBTQ diversity and inclusion.

**89%** of CEI-rated employers have an employee resource group or diversity council that includes LGBTQ and allied employees and programming. Seventy-five percent of all rated employers have employee groups, 21 percent have diversity councils and 20 percent of all rated employers have both.

### The Role of Allies

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

### Executive Champions

The profile and impact of an employee resource groups is greatly enhanced by an active executive champion for the group. **Ninety-seven percent** of employee groups rated in the CEI are sponsored by an executive champion.

A majority (60 percent) of executive champions identify as allies, while 38 percent reported being openly LGBTQ.

## Public Commitment

### Criterion 4 Businesses That Positively Engage the External LGBTQ Community

**72%** of CEI-rated businesses met the standard of demonstrating a least three efforts of public commitment to the LGBTQ community – marketing, advertising and recruitment efforts, philanthropic contributions to LGBTQ organizations, LGBTQ diverse supplier initiatives and public policy weigh-in – AND have inclusive philanthropic giving guidelines.

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

Whether it's investing in talent recruitment efforts at LGBTQ-focused job fairs or communicating inclusion to the community at large through philanthropic contributions and public policy weigh in, historically, public commitment on the CEI has been measured through a number of individual engagements, namely through marketing, advertising and recruitment efforts, philanthropic contributions, LGBTQ supplier diversity and public policy weigh-in. Additionally, the CEI includes a set of standards around foundational giving to fully align a business's actions with its core values and to raise the bar for corporate social responsibility.

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

Ad campaigns and sponsorships further this message of company values to the public. Increasingly, ads with authentic images of LGBTQ people are featured in both LGBTQ media outlets and general press alike.

#### Supporting the LGBTQ Community: Philanthropy

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

#### Corporate Giving Guidelines

The Corporate Equality Index has a systematic tradition of holding companies accountable for what kinds of organizations receive their philanthropic dollars. Currently, the CEI already has a mechanism to account for foundational corporate giving to any organization whose explicit mission included efforts to undermine LGBTQ equality. This framework was widened last year 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 non-religious organizations that have a written policy of discrimination on the basis of sexual orientation and gender identity or have a policy explicitly permitting its own chapters, affiliates, etc. to discriminate.**

### Supplier Chain Management: Promoting Effective Business and Inclusion

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 Gay and Lesbian 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. Two-thirds of CEI-rated businesses with supplier diversity programs specifically include LGBTQ-owned enterprises. These businesses are enjoying a multitude of benefits, including a supply chain that better reflects the diverse communities in which they operate, and in turn garnering sharper innovation and business solutions.

### Business for Equality in Public Policy: Efforts to Support LGBTQ Legal Equality

Over the last five years, the rates of corporate engagement on matters of LGBTQ-relevant public policy and legal matters have skyrocketed. **During the 2017 state legislative sessions, over 130 anti-LGBTQ bills proliferated across the states. In turn, businesses spoke out and rebuked attempts to undermine LGBTQ civil rights at record rates.** Leadership demonstrated by these businesses, including in states like Texas where lawmakers introduced anti-transgender legislation, namely Senate Bill 6 (S.B. 6) meant to restrict access to restrooms and facilities by transgender people, reflects more than a decade of work inside these companies to expand LGBTQ, and particularly transgender, workplace equality. Business leaders from across the state of Texas and from a diverse cross-section of industries spoke out against Texas' anti-transgender S.B. 6 and similar anti-transgender efforts during a special legislative session. In the Spring of 2017, over 50 major U.S. businesses joined an amicus brief submitted to the Supreme Court of the United States standing with transgender high school student Gavin Grimm and his fight for access to facilities at his school in Virginia. These corporate leaders are speaking out not just on principle but also because these anti-LGBTQ bills put the their employees and customers, and their families, at risk.

**HRC's Business Coalition for the Equality Act is a group of over 100 leading U.S. employers that support the Equality Act, a federal legislation that would provide the same basic protections to LGBTQ people as are provided to other protected groups under federal law.** CEI-rated employers have supported broader issues of LGBTQ equality both through the courts, and at the federal and municipal level, going on record that equality is good for business.

Private sector support for the federal Equality Act surged in the last year. At present, 107 major employers are signatories on HRC's Business Coalition for the Equality Act.

Abercrombie & Fitch Co.  
 Accenture  
 Adobe Systems Inc.  
 Advanced Micro Devices Inc.  
 Airbnb Inc.  
 Alcoa Inc.  
 Amazon.com Inc.  
 American Airlines  
 American Eagle Outfitters  
 American Express Global Business Travel  
 Apple Inc.  
 Arconic  
 Ascena Retail Group Inc.  
 ADP  
 Bain & Co. Inc.  
 Bank of America  
 Best Buy Co. Inc.  
 Biogen  
 Boehringer Ingelheim USA Corp.  
 Booz Allen Hamilton Inc.  
 Boston Scientific Corp.  
 Broadridge Financial Solutions Inc.  
 Brown-Forman Corp.  
 CA Technologies Inc.  
 Caesars Entertainment Corp.  
 Capital One Financial Corp.  
 Cardinal Health Inc.  
 Cargill Inc.  
 Chevron Corp.  
 Choice Hotels International Inc.  
 Cisco Systems Inc.  
 The Coca-Cola Co.  
 Corning Inc.  
 Cox Enterprises Inc.  
 CVS Health Corp.  
 Darden Restaurants Inc.  
 Delhaize America Inc.  
 Diageo North America  
 The Dow Chemical Co.  
 Dropbox Inc.  
 E. I. du Pont de Nemours and Co. (DuPont)  
 eBay Inc.  
 EMC Corp.  
 Facebook Inc.  
 Gap Inc.  
 General Electric Co.  
 General Mills Inc.  
 Google Inc.  
 HERE North America LLC  
 The Hershey Company  
 Hewlett Packard Enterprises  
 Hilton Inc.  
 HP Inc.  
 HSN Inc.  
 Hughes Hubbard & Reed LLP  
 Hyatt Hotels Corp.  
 IBM Corp.  
 IKEA Holding US Inc.  
 Intel Corp.  
 InterContinental Hotels Group Americas  
 Iron Mountain Inc.  
 Johnson & Johnson  
 JP Morgan Chase & Co.  
 Kaiser Permanente  
 Kellogg Co.  
 Kenneth Cole Productions  
 Levi Strauss & Co.  
 Macy's Inc.  
 Marriott International Inc.  
 MasterCard Inc.  
 Microsoft Corp.  
 Mitchell Gold + Bob Williams  
 Monsanto Co.  
 Moody's Corp.  
 Nationwide  
 Navigant Consulting Inc.  
 Nike Inc.  
 Northrop Grumman Corp.,  
 Office Depot Inc.  
 Oracle Corp.  
 Orbitz Worldwide Inc.  
 Paul Hastings LLP  
 PepsiCo Inc.  
 Procter & Gamble Co.  
 Pure Storage Inc.  
 Qualcomm Inc.  
 Replacements Ltd.  
 S&P Global Inc.  
 Salesforce  
 SAP America Inc.  
 Sodexo Inc.  
 Symantec Corp.  
 Synchrony Financial  
 T-Mobile USA Inc.  
 Target Corp.  
 Tech Data Corp.  
 TIAA  
 Twitter Inc.  
 Uber Technologies Inc.  
 Ultimate Software Group Inc.  
 Under Armour Inc.  
 Unilever  
 Warby Parker  
 Whirlpool Corp.  
 WeddingWire Inc.  
 Williams-Sonoma Inc.  
 Xerox Corp.

# Appendices



# Appendix A

## Employers With Ratings of 100 Percent

### Corporate Equality Index Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations **(15 points)**
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations **(15 points)**
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity **(5 points)**
- 2a** Offers Equivalent Spousal and Partner Medical Benefits **(10 points)**
- 2b** Parity Across Spousal and Partner "Soft" Benefits **(10 points)**  
**(half credit for parity across some, but not all benefits)**
- 2c** Offers Transgender-Inclusive Health Insurance Coverage **(10 points)**
- 3a** Firm-wide Organizational Competency Programs **(10 points)**
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council **(10 points)**  
Would Support ERG if Employees Express Interest **(half credit)**
- 4** Positively Engages the External LGBTQ Community **(15 points)**  
**(partial credit of 10 points given for less than 3 efforts)** Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people **(5 points)**



Employers with Ratings of 100 Percent

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion										Rating				
			1a 15 points	1b 15 points	1c 5 points	2a 10 points	2b 10 points	2c 10 points	3a 10 points	3b 10 points	4 15 points	5 -25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
3M Co.	St. Paul	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	93
A.T. Kearney Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
AbbVie Inc.	North Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	123
Abercrombie & Fitch Co.	New Albany	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	644
Accenture	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Adidas North America Inc.	Portland	OR	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Adobe Systems Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	524
ADP	Roseland	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100		248
Advanced Micro Devices Inc.	Sunnyvale	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	593
Advisory Board Co., The	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
AECOM	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	85	156
Aetna Inc.	Hartford	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	46
Ahold USA Inc.	Quincy	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
AIG	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	49
Air Products & Chemicals Inc.	Allentown	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	288
Airbnb Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Akamai Technologies Inc.	Cambridge	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	919
Akerman LLP	Miami	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Akin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Alaska Airlines	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	459
Alcoa Corp.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	126
AlixPartners LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100		
Alliance Data Systems Corp.	Plano	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	80	404
AllianceBernstein LP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Alliant Energy Corp.	Madison	WI	●	●	●	●	●	●	●	●	●	●	●	●	100	90	679
Allianz Life Insurance Co. of North America	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Allstate Insurance Co.	Northbrook	IL	●	●	●	●	●	●	●	●	●	●	●	●	100		81
Ally Financial Inc.	Detroit	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	298
Alston & Bird LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Altria Group Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	85	149
Amazon.com Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	90	18
AMC Entertainment Inc.	Leawood	KS	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Ameren Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	425
American Airlines	Fort Worth	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	67
American Apparel LLC	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
American Eagle Outfitters Inc.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	643
American Electric Power Co. Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	165
American Express Co.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	85

Employers with Ratings of 100 Percent

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating				
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000			
American Express Global Business Travel	Jersey City	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
American Family Insurance Group	Madison	WI	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	332
Ameriprise Financial Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	232
AmerisourceBergen Corp.	Chesterbrook	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	85	12
Amgen Inc.	Thousand Oaks	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	130
Andrews Kurth Kenyon LLP	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
Anheuser-Busch Companies Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Anthem Inc.	Indianapolis	IN	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	33
Aon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Apple Inc.	Cupertino	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	3
Aramark Corp.	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	199
Arconic	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Arent Fox LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Armstrong Teasdale LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Arnold & Porter Kaye Scholer LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Ascena Retail Group Inc.	Mahwah	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	523
Astellas Pharma US Inc.	Northbrook	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
AT&T Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	10
AthenaHealth Inc.	Watertown	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
Autodesk Inc.	San Rafael	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	842
Avon Products Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	370
AXA	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
B J's Wholesale Club	Westborough	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
BAE Systems Inc.	Arlington	VA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Bain & Co. Inc./ Bridgespan Group	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Baker & McKenzie LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Memphis	TN	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Ball Corp.	Broomfield	CO	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	341
Ballard Spahr LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
Bank of New York Mellon Corp., The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	179
Barclays	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Barilla America Inc.	Northbrook	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Barnes & Noble Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	427
BASF Corp.	Florham Park	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Bass, Berry & Sims PLC	Nashville	TN	●	●	●	●	●	●	●	●	●	●	●	●	●	100		
Baxter International Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	286
Bayer U.S. LLC	Whippany	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
BB&T Corp.	Winston-Salem	NC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	273

Employers with Ratings of 100 Percent

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Becton, Dickinson and Co.	Franklin Lakes	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	65	278
Ben & Jerry's Homemade Inc.	South Burlington	VT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Best Buy Co. Inc.	Richfield	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	71
Biogen	Cambridge	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	263
BlackRock	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	250
Blank Rome LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Bloomberg LP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Blue Cross & Blue Shield of Rhode Island	Providence	RI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
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 Minnesota	Eagan	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Blue Shield of California	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
BMO Bankcorp Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
BNP Paribas	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Boehringer Ingelheim USA Corp.	Ridgefield	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Boeing Co.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	24
Boies Schiller Flexner LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Booz Allen Hamilton Inc.	McLean	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	487
Borgata Hotel Casino & Spa	Atlantic City	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Boston Consulting Group	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Boston Scientific Corp.	Marlborough	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	359
BP America Inc.	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
Bright Horizons Family Solutions LLC	Watertown	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Bristol-Myers Squibb Co.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	168
Broadridge Financial Solutions Inc.	Lake Success	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	792
Brown Rudnick LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Brown-Forman Corp.	Louisville	KY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	702
Bryan Cave LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	100		
Buckley Sandler LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
CA Technologies Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	563
Cadwalader, Wickersham & Taft LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Caesars Entertainment Corp.	Las Vegas	NV	●	●	●	●	●	●	●	●	●	●	●	●	100	100	534
Caleres	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	824
Cambia Health Solutions Inc.	Portland	OR	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Campbell Soup Co.	Camden	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	337
Capital Group Companies Inc., The	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	100		
Capital Markets Company NV, The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	

Employers with Ratings of 100 Percent

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Capital One Financial Corp.	McLean	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	112
Cardinal Health Inc.	Dublin	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	21
CareFirst Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Cargill Inc.	Wayzata	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Carlton Fields Jordan Burt	Tampa	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Carlyle Group LP, The	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100		730
CarMax Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	95	191
Carnival Corp.	Miami	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
CBRE Inc.	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	259
CBS Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	203
CDW Corp.	Lincolnshire	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	90	220
Centene Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	95	124
Cerner Corp	North Kansas City	MO	●	●	●	●	●	●	●	●	●	●	●	●	100		553
Chapman and Cutler LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Charles Schwab & Co. Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	401
Charter Communications	Stamford	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	292
Chevron Corp.	San Ramon	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	14
Choate, Hall & Stewart LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Choice Hotels International Inc.	Rockville	MD	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Chubb Corp.	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
CIGNA Corp.	Bloomfield	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	79
Cisco Systems Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	54
Citigroup Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	29
Citrix Systems Inc.	Fort Lauderdale	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	676
Cleary Gottlieb Steen & Hamilton LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Clifford Chance US LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Clorox Co., The	Oakland	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	455
Cloudera Inc	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
CNA Insurance	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Coach Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	575
Coca-Cola Co., The	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	62
Colgate-Palmolive Co.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	174
Comcast NBCUniversal	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	37
Comerica Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	765
Compass Bancshares Inc. (BBVA Compass)	Birmingham	AL	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
ConAgra Brands Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	176
ConocoPhillips	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	80	90
Constellation Brands Inc.	Victor	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	80	429

Employers with Ratings of 100 Percent

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion										Rating				
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Consumers Energy	Jackson	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	95	403
Convergys Corp.	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	744
Cooley LLP	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Corning Inc.	Corning	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	313
Cosmopolitan of Las Vegas, The	Las Vegas	NV	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Covington & Burling LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Cravath, Swaine & Moore LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
Credit Suisse USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Crowell & Moring LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
CSAA Insurance Group	Walnut Creek	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Cummins Inc.	Columbus	IN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	148
CUNA Mutual Group	Madison	WI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	701
CVS Health Corp.	Woonsocket	RI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	7
Danaher Corp.	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	133
Daniel J. Edelman Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Darden Restaurants Inc.	Orlando	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	371
Davis Wright Tremaine LLP	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Day Pitney LLP	Parsippany	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Debevoise & Plimpton LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Dechert LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Delhaize America Inc.	Salisbury	NC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Dell Inc.	Round Rock	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Deloitte LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Delta Air Lines Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	68
Dentons US LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Depository Trust & Clearing Corp., The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100		
Deutsche Bank	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Diageo North America	Norwalk	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Dickinson Wright PLLC	Detroit	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
DigitasLBI	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Discover Financial Services	Riverwoods	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	283
DLA Piper	Baltimore	MD	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Dollar General Corp.	Goodlettsville	TN	●	●	●	●	●	●	●	●	●	●	●	●	100	85	139
Dorsey & Whitney LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Dow Chemical Co., The	Midland	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	56
Dropbox Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Duane Morris LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
Duke Energy Corp.	Charlotte	NC	●	●	●	●	●	●	●	●	●	●	●	●	100	90	115

Employers with Ratings of 100 Percent

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Dun & Bradstreet Corp., The	Short Hills	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
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	101
Eastern Bank Corp.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Eastman Chemical Co.	Kingsport	TN	●	●	●	●	●	●	●	●	●	●	●	●	100	95	296
Eastman Kodak Co.	Rochester	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Eaton Corp.	Cleveland	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
eBay Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	300
Ecolab Inc.	St. Paul	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	206
Edward Jones	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	382
Electronic Arts Inc.	Redwood City	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	543
Eli Lilly & Co.	Indianapolis	IN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	141
EMC Corp.	Hopkinton	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	113
Emerson Electric Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	90	128
Entergy Corp.	New Orleans	LA	●	●	●	●	●	●	●	●	●	●	●	●	100	85	247
Erie Insurance Group	Erie	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	411
Ernst & Young LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Estée Lauder Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	261
Eversheds Sutherland (US) LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Excellus Health Plan Inc.	Rochester	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Exelon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	95
Expedia Inc.	Bellevue	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	385
Express Scripts Holding Company	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	22
Facebook Inc.	Menlo Park	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	157
FactSet Research Systems Inc.	Norwalk	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Faegre Baker Daniels	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
FCA US LLC	Auburn Hills	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Federal Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	43
Federal National Mortgage Association (Fannie Mae)	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	16
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 Richmond	Richmond	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Federal Reserve Bank of San Francisco	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	80	
Federal Reserve Bank of St. Louis	Saint Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
FedEx Corp.	Memphis	TN	●	●	●	●	●	●	●	●	●	●	●	●	100	85	58

Employers with Ratings of 100 Percent

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Fenwick & West LLP	Mountain View	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Fidelity National Information Services Inc.	Jacksonville	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	90	392
Fifth Third Bancorp	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	376
Financial Industry Regulatory Authority Inc.	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
First American Financial Corp.	Santa Ana	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	90	497
First Data Corp.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	249
Fleishman-Hillard Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	75	
Foley & Lardner LLP	Millwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Foley Hoag LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Ford Motor Co.	Dearborn	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	9
Fortive Corp.	Everett	WA	●	●	●	●	●	●	●	●	●	●	●	●	100		
Franklin Resources Inc.	San Mateo	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	344
Fredrikson & Byron	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
Fried, Frank, Harris, Shriver & Jacobson LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Frost Brown Todd LLC	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
GameStop Corp.	Grapevine	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	302
Gannett Co. Inc.	McLean	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
Gap Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	177
Gartner Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Genentech Inc.	South San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
General Electric Co.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	11
General Mills Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	161
General Motors Co.	Detroit	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	8
Genworth Financial Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	306
Gibson, Dunn & Crutcher LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Gilead Sciences Inc.	Foster City	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	85	86
GlaxoSmithKline LLC	Research Triangle Park	NC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Goldman Sachs Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	74
Goodwin Procter LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Google Inc.	Mountain View	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	36
Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Goulston & Storrs	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Grant Thornton LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Greenberg Traurig LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100		
Group Health Cooperative	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Groupon Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	688
Guardian Life Insurance Co. of America, The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	226

Employers with Ratings of 100 Percent

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Hain Celestial Group Inc., The	Lake Success	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	90	795
Hallmark Cards Inc.	Kansas City	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Hanover Insurance Group Inc.	Worcester	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	90	506
Harris Corp.	Melbourne	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	505
Hartford Financial Services Group Inc., The	Hartford	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	152
Harvard Pilgrim Health Care Inc.	Wellesley	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Hasbro Inc.	Pawtucket	RI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	550
Health Care Service Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Henry Schein Inc.	Melville	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	268
HERE North America LLC	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Herman Miller Inc.	Zeeland	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	932
Hershey Co., The	Hershey	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	362
Hewlett Packard Enterprise Co.	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Highmark Inc.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Hilton Inc.	McLean	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	254
Hinshaw & Culbertson LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Hogan Lovells US LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Holland & Knight LLP	Brandon	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Home Depot Inc., The	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	28
Hormel Foods Corp.	Austin	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	304
HP Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	20
HSBC USA	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Hughes Hubbard & Reed LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Humana Inc.	Louisville	KY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	52
Huntington Bancshares Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	698
Huntington Ingalls Industries	Newport News	VA	●	●	●	●	●	●	●	●	●	●	●	●	100		378
Huron Consulting Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Husch Blackwell LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Hyatt Hotels Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	562
Hyundai Motor America	Fountain Valley	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
IAC/ InterActive Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100		682
IBM Corp.	Armonk	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	31
IKEA Holding US Inc.	Conshohocken	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Indeed Inc.	Austin	TX	●	●	●	●	●	●	●	●	●	●	●	●	100		
Ingersoll-Rand Company	Davidson	NC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Intel Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	51
InterContinental Hotels Group Americas	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Interpublic Group of Companies Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	355



Employers with Ratings of 100 Percent

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Intuit Inc.	Mountain View	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	552
Iron Mountain	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	729
J.C. Penney Co. Inc.	Plano	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	228
Jenner & Block LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
JetBlue Airways Corp.	Long Island City	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	405
JLL	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	436
John Hancock Financial Services Inc.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Johnson & Johnson	New Brunswick	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	39
JPMorgan Chase & Co.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	23
K&L Gates LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kaiser Permanente	Oakland	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Katten Muchin Rosenman LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kaye Scholer LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kelley Drye & Warren LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kellogg Co.	Battle Creek	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	207
Kelly Services Inc.	Troy	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	95	467
KeyBank	Cleveland	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	540
Kilpatrick Townsend & Stockton LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kimberly-Clark Corp.	Irving	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	151
Kimpton Hotel & Restaurant Group LLC	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kindred Healthcare Inc.	Louisville	KY	●	●	●	●	●	●	●	●	●	●	●	●	100		372
King & Spalding LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kirkland & Ellis LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
KKR & Co. LP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	347
Kohl's Corp.	Menomonee Falls	WI	●	●	●	●	●	●	●	●	●	●	●	●	100	95	145
KPMG LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kramer Levin Naftalis & Frankel LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kutak Rock LLP	Omaha	NE	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
L Brands Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	95	234
Laboratory Corporation of America Holdings	Burlington	NC	●	●	●	●	●	●	●	●	●	●	●	●	100	20	325
Land O'Lakes Inc.	Arden Hills	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	215
Lane Powell PC	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Latham & Watkins LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Lear Corp.	Southfield	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	154
Leidos Holdings	Reston	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	20	504
Lendlease Americas Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
LENOVO (UNITED STATES) INC.	Morrisville	NC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Leo Burnett Company Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	

Employers with Ratings of 100 Percent

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion										Rating				
			1a 15 points	1b 15 points	1c 5 points	2a 10 points	2b 10 points	2c 10 points	3a 10 points	3b 10 points	4 15 points	5 -25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Level 3 Communications Inc.	Broomfield	CO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	333
Levi Strauss & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	547
Lexmark International Inc.	Lexington	KY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	638
Liberty Mutual Group	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	95	73
Lincoln National Corp.	Radnor	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	205
Lindquist & Vennum LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
LinkedIn	Sunnyvale	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	733
Little Mendelson PC	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Live Nation Inc.	Beverly Hills	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	75	366
Locke Lord LLP	Dallas	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Lockheed Martin Corp.	Bethesda	MD	●	●	●	●	●	●	●	●	●	●	●	●	100	100	60
L'Oréal USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
Lowenstein Sandler LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
LPL Financial Holdings Inc.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	568
Lyft Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100		
Macy's Inc.	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	103
Mallinckrodt LLC	Hazelwood	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Manatt, Phelps & Phillips LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
ManpowerGroup	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	144
Marriott International Inc.	Bethesda	MD	●	●	●	●	●	●	●	●	●	●	●	●	100	100	195
Marsh & McLennan Companies Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	222
Massachusetts Mutual Life Insurance Co.	Springfield	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	76
MasterCard Inc.	Purchase	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	294
Mattel Inc.	El Segundo	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	450
Mayer Brown LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
McDermott Will & Emery LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
McDonald's Corp.	Oak Brook	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	109
McKesson Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	5
McKinsey & Co. Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Medallia Inc.	San Mateo	CA	●	●	●	●	●	●	●	●	●	●	●	●	100		
Mediavest   Spark	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Medtronic PLC	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Merck & Co. Inc.	Kenilworth	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	72
MetLife Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	40
MGM Resorts International	Los Vegas	NV	●	●	●	●	●	●	●	●	●	●	●	●	100	100	309
Michael Best & Friedrich LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Microsoft Corp.	Redmond	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	25
Milbank, Tweed, Hadley & McCloy LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	

Employers with Ratings of 100 Percent

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			1a 15 points	1b 15 points	1c 5 points	2a 10 points	2b 10 points	2c 10 points	3a 10 points	3b 10 points	4 15 points	5 -25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
MillerCoors LLC	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Mitchell Gold + Bob Williams	Taylorsville	NC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Mondelez International Inc.	East Hanover	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	94
Monsanto Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	189
Moody's Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	652
Moore & Van Allen PLLC	Charlotte	NC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Morgan Stanley	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	78
Morgan, Lewis & Bockius LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Morningstar Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
Morris, Manning & Martin LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	80	
Morrison & Foerster LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
MSLGROUP Americas	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Munger, Tolles & Olson LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
National Grid USA	Waltham	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Nationwide	Columbus	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	69
Navigant	Wilmington	DE	●	●	●	●	●	●	●	●	●	●	●	●	100	90	494
Navigant Consulting Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
NCR Corp.	Duluth	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	409
Nestlé Purina PetCare Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Netflix Inc.	Los Gatos	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	379
Newmont Mining Corporation	Greenwood Village	CO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	349
Nielsen	New York City	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Nike Inc.	Beaverton	OR	●	●	●	●	●	●	●	●	●	●	●	●	100	100	91
NiSource Inc.	Merrillville	IN	●	●	●	●	●	●	●	●	●	●	●	●	100	75	483
Nissan North America Inc.	Franklin	TN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Nixon Peabody LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Nokia Inc.	Irving	TX	●	●	●	●	●	●	●	●	●	●	●	●	100		
Nordstrom Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	197
Norfolk Southern Corp.	Norfolk	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	80	270
Northern Trust Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	520
Northrop Grumman Corp.	Falls Church	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	118
Northwestern Mutual Life Insurance	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	100
Norton Rose Fulbright	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Novartis Pharmaceuticals Corp.	East Hanover	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
NVIDIA Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	508
Office Depot Inc.	Boca Raton	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	196
Ogilvy Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	

Employers with Ratings of 100 Percent

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion										Rating				
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
O'Melveny & Myers LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Omnicom Group	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	186
OppenheimerFunds Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Optimedia International US Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Oracle Corp.	Redwood City	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	77
Orrick, Herrington & Sutcliffe LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Outerwall Inc.	Bellevue	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	922
Owens Corning	Toledo	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	480
Pacific Investment Management Co. LLC	Newport Beach	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Pandora Media Inc.	Oakland	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Patterson Belknap Webb & Tyler LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Paul Hastings LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Paul, Weiss, Rifkind, Wharton & Garrison LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
PayPal Holdings Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	307
Pearson Inc.	Hoboken	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Pepper Hamilton LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
PepsiCo Inc.	Purchase	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	44
Perkins Coie LLP	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Pernod Ricard USA LLC	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
PetSmart Inc.	Phoenix	AZ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Pfizer Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	55
PG&E Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	166
Pillsbury Winthrop Shaw Pittman LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
PNC Financial Services Group Inc., The	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	171
Portland General Electric Co.	Portland	OR	●	●	●	●	●	●	●	●	●	●	●	●	100	100	997
PPG Industries Inc.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	75	182
PPL Corp.	Allentown	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	350
Praxair Inc.	Danbury	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	262
PricewaterhouseCoopers LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Principal Financial Group	Des Moines	IA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	236
Procter & Gamble Co.	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	34
Prudential Financial Inc.	Newark	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	50
Public Service Enterprise Group	Newark	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	90	272
Publicis Healthcare Communications	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Publicis Media	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100		
PVH Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	85	340
QUALCOMM Inc.	San Diego	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	110

Employers with Ratings of 100 Percent

CEI Rating Criteria	Employer	Headquarters Location	State	Criterion										Rating				
				1a 15 points	1b 15 points	1c 5 points	2a 10 points	2b 10 points	2c 10 points	3a 10 points	3b 10 points	4 15 points	5 -25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
<b>1a</b> Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)	Quarles & Brady LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
	Quest Diagnostics Inc.	Lyndhurst	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	358
<b>1b</b> Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Quinn Emanuel Urquhart & Sullivan LLP	London	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
	Rackspace	San Antonio	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	970
<b>1c</b> Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)	Raytheon Co.	Waltham	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	120
	RBC Capital Markets LLC	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
	RBC Wealth Management	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
<b>2a</b> Offers Equivalent Spousal and Partner Medical Benefits (10 points)	Re:Sources USA Inc.	Long Island City	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
<b>2b</b> Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)	Reed Smith LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
	Replacements Ltd.	McLeansville	NC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
	Republic Services Inc.	Phoenix	AZ	●	●	●	●	●	●	●	●	●	●	●	●	100	85	312
<b>2c</b> Offers Transgender-Inclusive Health Insurance Coverage (10 points)	Robert Half	Menlo Park	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	503
<b>3a</b> Firm-wide Organizational Competency Programs (10 points)	Robert W. Baird & Co. Incorporated	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
<b>3b</b> Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)	Robins Kaplan LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
	Rockland Trust Co.	Rockland	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
	Rockwell Automation Inc.	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	412
	Rockwell Collins Inc.	Cedar Rapids	IA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	490
<b>4</b> Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)	Rolls-Royce North America (USA) Holdings Co.	Reston	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
	Ropes & Gray LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
	Royal Caribbean Cruises Ltd.	Miami	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
	S&P Global Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	481
	S.C. Johnson & Son Inc.	Racine	WI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
	Saatchi & Saatchi North America Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
	Salesforce	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	386
	Sanofi	Bridgewater	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
	SAP America Inc.	Newtown Square	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
	Sapient Consulting Corp.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
	SapientRazorfish	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
	Saul Ewing Arnstein & Lehr LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
	Schiff Hardin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
	Sears Holdings Corp.	Hoffman Estates	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	111
	Sedgwick LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
	Sempra Energy	San Diego	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	279
	Seyfarth Shaw LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	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	
	Shook, Hardy & Bacon LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	

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

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations **(15 points)**
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations **(15 points)**
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity **(5 points)**
- 2a** Offers Equivalent Spousal and Partner Medical Benefits **(10 points)**
- 2b** Parity Across Spousal and Partner "Soft" Benefits **(10 points / half credit for parity across some, but not all benefits)**
- 2c** Offers Transgender-Inclusive Health Insurance Coverage **(10 points)**
- 3a** Firm-wide Organizational Competency Programs **(10 points)**
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council **(10 points)** Would Support ERG if Employees Express Interest **(half credit)**
- 4** Positively Engages the External LGBTQ Community **(15 points / partial credit of 10 points given for less than three efforts)** Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people **(5 points)**

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

Employer	Headquarters Location	State	Criterion												Rating		
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Sidley Austin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Siemens	Malvern	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
Simpson Thacher & Bartlett LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
SIRIUS XM Radio Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Slalom	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Snell & Wilmer	Phoenix	AZ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Societe Generale Financial Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100		
Sodexo Inc.	Gaithersburg	MD	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Sony Corporation of America	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Sony Electronics Inc.	San Diego	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Sony Pictures Entertainment Inc.	Culver City	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Southern California Edison Co.	Rosemead	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Southern Co.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	162
Southwest Airlines Co.	Dallas	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	142
Sprint Corp.	Overland Park	KS	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Squire Patton Boggs	Cleveland	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Standard Insurance Co.	Portland	OR	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Staples Inc.	Framingham	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	132
Starbucks Corp.	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	146
Starcom	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
State Farm Group	Bloomington	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	35
State Street Corp.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	264
Steelcase Inc.	Grand Rapids	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	716
Stephoe & Johnson LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
Stinson Leonard Street LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
Stoel Rives LLP	Portland	OR	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Stryker Corp.	Kalamazoo	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	287
Subaru of America Inc.	Cherry Hill	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Sun Life Financial Inc. (US)	Wellesley Hills	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
SunTrust Banks Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	329
Symantec Corp.	Mountain View	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	400
Synchrony Financial	Stamford	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
T. Rowe Price Associates Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●	●	●	●	100	100	573
Takeda Pharmaceuticals USA Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Target Corp.	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	38
TD Ameritrade	Omaha	NE	●	●	●	●	●	●	●	●	●	●	●	●	100	100	680
TD Bank, N.A.	Wilmington	DE	●	●	●	●	●	●	●	●	●	●	●	●	100	100	

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
TD Securities (USA) LLC	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
TE Connectivity Inc.	Berwyn	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Tech Data Corp.	Clearwater	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	108
TEGNA Inc.	McLean	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	681
Tesla Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	588
Teva Pharmaceutical USA Inc.	North Wales	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
Texas Instruments Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	219
Thermo Fisher Scientific Inc.	Waltham	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	164
Thompson Coburn LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Thompson Hine LLP	Cleveland	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Thomson Reuters	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
TIAA	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	82
Tiffany & Co.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	95	582
Time Warner Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	99
TJX Companies Inc., The	Framingham	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	89
T-Mobile USA Inc.	Bellevue	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Toyota Motor North America Inc.	Plano	TX	●	●	●	●	●	●	●	●	●	●	●	●	100		
Toys 'R' Us Inc.	Wayne	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
TPG Global LLC	Fort Worth	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	240
Transamerica Corp., The	Cedar Rapids	IA	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
Travelers Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	105
Troutman Sanders LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Tufts Health Plan	Watertown	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Turner Construction Co.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Twitter Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Tyson Foods Inc.	Springdale	AR	●	●	●	●	●	●	●	●	●	●	●	●	100	100	66
U.S. Bancorp	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	131
Uber Technologies Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
UBM plc	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	45	
UBS AG	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Ultimate Software Group Inc., The	Weston	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Under Armour Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●	●	●	●	100	95	597
Unilever	Englewood Cliffs	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Union Bank	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
United Airlines	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	80
United Parcel Service Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	48
United Services Automobile Association	San Antonio	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	114
United Technologies Corp.	Farmington	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	45

Employers with Ratings of 100 Percent

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
University of Phoenix	Tempe	AZ	●	●	●	●	●	●	●	●	●	●	●	●	100		
Univision Communications Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	30	
Unum Group	Chattanooga	TN	●	●	●	●	●	●	●	●	●	●	●	●	100	80	265
Vanguard Group Inc.	Malvern	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Verizon Communications Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	13
VF Corp.	Greensboro	NC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	231
Viacom Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	213
Vinson & Elkins LLP	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Visa	Foster City	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	204
VMware Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
Volkswagen Group of America Inc.	Herndon	VA	●	●	●	●	●	●	●	●	●	●	●	●	100		
Vorys, Sater, Seymour and Pease LLP	Columbus	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
Voya Financial	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	252
W.W. Grainger Inc.	Lake Forest	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	285
Wachtell, Lipton, Rosen & Katz	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Walgreen Co.	Deerfield	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	19
Walt Disney Co., The	Burbank	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	53
Washington Permanente Medical Group	Renton	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
Wawa Inc.	Wawa	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
WeddingWire Inc.	Chevy Chase	MD	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Weil, Gotshal & Manges LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Wellmark Inc.	Des Moines	IA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Wells Fargo & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	27
West Corp.	Omaha	NE	●	●	●	●	●	●	●	●	●	●	●	●	100		869
Whirlpool Corp.	Benton Harbor	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	134
White & Case LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Wiley Rein LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Williams Mullen PC	Richmond	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
Willis Towers Watson	Arlington	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	626
Wilmer Cutler Pickering Hale & Dorr LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Winston & Strawn LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Womble Carlyle Sandridge & Rice LLP	Winston-Salem	NC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Workday Inc.	Pleasanton	CA	●	●	●	●	●	●	●	●	●	●	●	●	100		
Wyndham Worldwide Corp.	Parsippany	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	466
Wynn Resorts Ltd.	Las Vegas	NV	●	●	●	●	●	●	●	●	●	●	●	●	100	100	585
Xcel Energy Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	257
Xerox Corp.	Norwalk	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	150
Yelp Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Zenith Media Services Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	



## Appendix B

### Ratings and Criteria Breakdowns

#### Corporate Equality Index Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations **(15 points)**
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations **(15 points)**
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity **(5 points)**
- 2a** Offers Equivalent Spousal and Partner Medical Benefits **(10 points)**
- 2b** Parity Across Spousal and Partner “Soft” Benefits **(10 points)**  
**(half credit for parity across some, but not all benefits)**
- 2c** Offers Transgender-Inclusive Health Insurance Coverage **(10 points)**
- 3a** Firm-wide Organizational Competency Programs **(10 points)**
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council **(10 points)**  
Would Support ERG if Employees Express Interest **(half credit)**
- 4** Positively Engages the External LGBTQ Community **(15 points)**  
**(partial credit of 10 points given for less than 3 efforts)** Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people **(5 points)**

#### Ratings in Gray

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

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating			
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000			
3M Co.	St. Paul	MN	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	93
A.T. Kearney Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
A X Armani Exchange	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	80	85	
Abbott Laboratories	Abbott Park	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	95	75	138
AbbVie Inc.	North Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	123
Abercrombie & Fitch Co.	New Albany	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	644
Aberdeen Asset Management Inc.	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	65		
Accenture	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Acer America Corp.	San Jose	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	25	25	
Adecco North America LLC	Jacksonville	FL	●	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
Adidas North America Inc.	Portland	OR	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Adobe Systems Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	524
ADP	Roseland	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	248
ADT	Boca Raton	FL	●	●	●	●	●	●	●	●	●	●	●	●	●	45	45	635
Advance Auto Parts (Advance Holding)	Roanoke	VA	●	●	●	●	●	●	●	●	●	●	●	●	●	20	20	393
Advanced Micro Devices Inc.	Sunnyvale	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	593
Advisory Board Co., The	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
AECOM	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	85	156
Aéropostale Inc.	Lyndhurst	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
AES Corp., The	Arlington	VA	●	●	●	●	●	●	●	●	●	●	●	●	●	40	0	190
Aetna Inc.	Hartford	CT	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	46
Aflac Inc.	Columbus	GA	●	●	●	●	●	●	●	●	●	●	●	●	●	85	75	135
Agco	Duluth	GA	●	●	●	●	●	●	●	●	●	●	●	●	●	10	10	360
Agilent Technologies Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	85	95	589
Ahold USA Inc.	Quincy	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
ALG	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	49
Air Products & Chemicals Inc.	Allentown	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	288
Airbnb Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Airgas Inc.	Radnor	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	10	0	454
AK Steel Holding Corp.	West Chester	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	20	20	383
Akamai Technologies Inc.	Cambridge	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	919

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
			1a	1b	1c	2a	2b	2c	3a	3b	4	5					
Akerman LLP	Miami	FL	●	●	●	●	●	●	●	●	●	●	●	100	100		
Akin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	100	100		
Alaska Airlines	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	100	100	459	
Alcoa Corp.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	100	100	126	
AlixPartners LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	100			
Alliance Data Systems Corp.	Plano	TX	●	●	●	●	●	●	●	●	●	●	●	100	80	404	
Alliance One International	Morrisville	NC	●	●	●		●			●	●	●	●	55	55	954	
AllianceBernstein LP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	100	100		
Alliant Energy Corp.	Madison	WI	●	●	●	●	●	●	●	●	●	●	●	100	90	679	
Allianz Life Insurance Co. of North America	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	100	100		
Allscripts-Misys Healthcare Solutions Inc.	Chicago	IL	●	●	●		●			●	●	●	●	40	30		
Allstate Insurance Co.	Northbrook	IL	●	●	●	●	●	●	●	●	●	●	●	100	85	81	
Ally Financial Inc.	Detroit	MI	●	●	●	●	●	●	●	●	●	●	●	100	100	298	
Alston & Bird LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	100	100		
Altria Group Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●	●	●	100	85	149	
A-Mark Precious Metals	Santa Monica	CA												0	0	438	
Amazon.com Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	100	90	18	
AMC Entertainment Inc.	Leawood	KS	●	●	●	●	●	●	●	●	●	●	●	100	100		
Ameren Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	100	100	425	
American Airlines	Fort Worth	TX	●	●	●	●	●	●	●	●	●	●	●	100	100	67	
American Apparel LLC	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	100	100		
American Eagle Outfitters Inc.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	100	100	643	
American Electric Power Co. Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●	●	●	100	100	165	
American Express Co.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	100	100	85	
American Express Global Business Travel	Jersey City	NJ	●	●	●	●	●	●	●	●	●	●	●	100	100		
American Family Insurance Group	Madison	WI	●	●	●	●	●	●	●	●	●	●	●	100	100	332	
American Financial Group	Cincinnati	OH	●	●										20	20	421	
Ameriprise Financial Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	100	100	232	
AmerisourceBergen Corp.	Chesterbrook	PA	●	●	●	●	●	●	●	●	●	●	●	100	85	12	
Amgen Inc.	Thousand Oaks	CA	●	●	●	●	●	●	●	●	●	●	●	100	100	130	
AMN Healthcare Services, Inc.	San Diego	CA	●	●	●	●	●	●	●	●	●	●	●	95			

Ratings and Criteria Breakdowns

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating			
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000			
Amphenol Corp.	Wallingford	CT	☹													10	0	462
Anadarko Petroleum	The Woodlands	TX	☹	☹		●	●									40	40	324
Andrews Kurth Kenyon LLP	Houston	TX	●	●	●	●	●	●	●	●	●	●	●			100	90	
Anheuser-Busch Companies Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●			100	100	
Anixter International Inc.	Glenview	IL	☹	☹												20	20	391
Anthem Inc.	Indianapolis	IN	●	●	●	●	●	●	●	●	●	●	●			100	100	33
AOL	New York	NY	●	●	●	●	●	●	●	●	●	☹				85	85	
Aon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●			100	100	
Apache Corp.	Houston	TX	☹	☹												20	20	368
Apple Inc.	Cupertino	CA	●	●	●	●	●	●	●	●	●	●	●			100	100	3
Applied Materials Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●	●			90	85	295
Aramark Corp.	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●			100	100	199
Archer Daniels Midland Co.	Chicago	IL	●	●		●	●				●	☹				70	65	41
Arconic	New York	NY	●	●	●	●	●	●	●	●	●	●	●			100	100	
Arent Fox LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●			100	100	
Armstrong Teasdale LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●			100	100	
Arnold & Porter Kaye Scholer LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●			100	100	
Arrow Electronics	Centennial	CO	●	●	●	●	●	●	●	●	●	☹				80	85	119
Arup USA Inc	New York	NY	●	●	●	●	●	●	●	●	●	●	●			90	90	
Asbury Automotive Group	Duluth	GA														0	10	303
Ascena Retail Group Inc.	Mahwah	NJ	●	●	●	●	●	●	●	●	●	●	●			100		523
Ashland Inc.	Covington	KY	●	●	●	●	●	●	●	●	●	☹	☹			65	65	472
Assurant	New York	NY	●	●	●	●	●	●	●	●	●	●	●			95	90	275
Astellas Pharma US Inc.	Northbrook	IL	●	●	●	●	●	●	●	●	●	●	●			100	100	
AstraZeneca PLC	Wilmington	DE	●	●	●	●	●	●	●	●	●	●	●			90	90	
AT&T Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●	●	●			100	100	10
AthenaHealth Inc.	Watertown	MA	●	●	●	●	●	●	●	●	●	●	●			100	95	
Austin Radiological Assn.	Austin	TX	☹	☹		●	●				●	●				40	30	
Autodesk Inc.	San Rafael	CA	●	●	●	●	●	●	●	●	●	●	●			100	100	842
Autoliv Inc.	Auburn Hills	MI	☹													10	20	310
AutoNation Inc.	Fort Lauderdale	FL	☹													10	10	136

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating				
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000			
Auto-Owners Insurance Group	Lansing	MI														0	0	398
AutoZone Inc.	Memphis	TN	●	●	●	●	●					●	●			65	20	280
Avaya Inc.	Santa Clara	CA	●	●	●	●	●					●	●			70	70	584
Avery Dennison	Glendale	CA	●	●												20	10	435
Avis Budget Group Inc.	Parsippany	NJ	●	●	●	●	●	●				●	●	●		95	95	330
Avnet Inc.	Phoenix	AZ	●	●	●	●	●	●				●	●			80	80	102
Avon Products Inc.	New York	NY	●	●	●	●	●	●				●	●	●		100	100	370
AXA	New York	NY	●	●	●	●	●	●				●	●	●		100	100	
B J's Wholesale Club	Westborough	MA	●	●	●	●	●	●				●	●	●		100	100	
BAE Systems Inc.	Arlington	VA	●	●	●	●	●	●				●	●	●		100	100	
Bain & Co. Inc./ Bridgespan Group	Boston	MA	●	●	●	●	●	●				●	●	●		100	100	
Baker & Hostetler LLP	Cleveland	OH	●	●	●	●	●	●				●	●	●		95	95	
Baker & McKenzie LLP	Chicago	IL	●	●	●	●	●	●				●	●	●		100	100	
Baker Botts LLP	Houston	TX	●	●	●	●	●	●				●	●	●		95	85	
Baker Hughes Inc.	Houston	TX	●	●												10	20	178
Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Memphis	TN	●	●	●	●	●	●				●	●	●		100	100	
Baldor Electric Co.	Fort Smith	AR	●	●	●		●					●	●			35	25	
Ball Corp.	Broomfield	CO	●	●	●	●	●	●				●	●	●		100	100	341
Ballard Spahr LLP	Philadelphia	PA	●	●	●	●	●	●				●	●	●		100	95	
Bama Companies Inc., The	Tulsa	OK	●	●	●	●	●	●				●	●	●		85	85	
Bank of America Corp.	Charlotte	NC	●	●	●	●	●	●				●	●	●	●	75	75	26
Bank of New York Mellon Corp., The	New York	NY	●	●	●	●	●	●				●	●	●		100	100	179
Bank of the West	San Francisco	CA	●	●	●	●	●	●				●	●	●		90	85	
Barclays	New York	NY	●	●	●	●	●	●				●	●	●		100	100	
Barilla America Inc.	Northbrook	IL	●	●	●	●	●	●				●	●	●		100	100	
Barnes & Noble Inc.	New York	NY	●	●	●	●	●	●				●	●	●		100	100	427
Barnes & Thornburg LLP	Indianapolis	IN	●	●	●		●	●				●	●	●		85	90	
BASF Corp.	Florham Park	NJ	●	●	●	●	●	●				●	●	●		100	100	
Bass, Berry & Sims PLC	Nashville	TN	●	●	●	●	●	●				●	●	●		100		
Baxter International Inc.	Deerfield	IL	●	●	●	●	●	●				●	●	●		100	100	286
Bayer U.S. LLC	Whippany	NJ	●	●	●	●	●	●				●	●	●		100	90	

Ratings and Criteria Breakdowns

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion													Rating		
			15 points 1a	15 points 1b	5 points 1c	10 points 2a	10 points 2b	10 points 2c	10 points 3a	10 points 3b	15 points 4	-25 points 5	2018 CEI Rating	2017 CEI Rating	Fortune 1000			
BB&T Corp.	Winston-Salem	NC	●	●	●	●	●	●	●	●	●	●	●	●		100	100	273
Becton, Dickinson and Co.	Franklin Lakes	NJ	●	●	●	●	●	●	●	●	●	●	●	●		100	65	278
Bed Bath & Beyond Inc.	Union	NJ	●	●												20	20	336
Ben & Jerry's Homemade Inc.	South Burlington	VT	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Berkshire Hathaway Inc.	Omaha	NE	●	●												20	20	4
Best Buy Co. Inc.	Richfield	MN	●	●	●	●	●	●	●	●	●	●	●	●		100	100	71
Big Lots	Columbus	OH	●	●		●	●				●	●	●			65	65	495
Biogen	Cambridge	MA	●	●	●	●	●	●	●	●	●	●	●	●		100	100	263
Black & Veatch Holding Inc.	Overland Park	KS	●	●	●	●	●	●	●	●	●	●	●	●		85	85	
BlackRock	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●		100	100	250
Blank Rome LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Bloomberg LP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Bloomin' Brands Inc.	Tampa	FL	●	●		●	●				●	●	●			65	65	557
Blue Cross & Blue Shield of Rhode Island	Providence	RI	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
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	●	●	●	●	●	●	●	●	●	●	●	●		95	95	
Blue Cross Blue Shield of Minnesota	Eagan	MN	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Blue Cross Blue Shield of North Carolina	Durham	NC	●	●	●	●	●	●	●	●	●	●	●	●		75	75	
Blue Shield of California	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
BlueCross BlueShield of Tennessee	Chattanooga	TN	●	●	●	●	●	●	●	●	●	●	●	●		95		
BMC HealthNet Plan	Boston	MA	●	●	●	●	●	●				●	●	●		70	75	
BMC Software Inc.	Houston	TX	●	●	●	●	●	●				●	●	●		70	80	
BMO Bankcorp Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●		100	90	
BNP Paribas	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Bob Evans Farms Inc.	New Albany	OH	●	●	●	●	●	●				●	●	●		90	90	
Boehringer Ingelheim USA Corp.	Ridgefield	CT	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Boeing Co.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●		100	100	24
Boies Schiller Flexner LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Bon-Ton Stores Inc.	York	PA	●	●	●	●	●	●				●	●	●		85	85	773
Books-A-Million Inc.	Birmingham	AL	●	●	●	●	●	●				●	●	●		80		

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Booz Allen Hamilton Inc.	McLean	VA	●	●	●	●	●	●	●	●		●	●		100	100	487
Borgata Hotel Casino & Spa	Atlantic City	NJ	●	●	●	●	●	●	●	●		●	●		100	100	
BorgWarner Inc.	Auburn Hills	MI	●	●		●	●								30	40	338
Boston Consulting Group	Boston	MA	●	●	●	●	●	●	●	●		●	●		100	100	
Boston Scientific Corp.	Marlborough	MA	●	●	●	●	●	●	●	●		●	●		100	100	359
Box, Inc.	Redwood City	CA	●	●	●	●	●			●		●	●		80		
BP America Inc.	Houston	TX	●	●	●	●	●	●	●	●		●	●		100	85	
Bracewell LLP	Houston	TX	●	●	●	●	●			●		●	●		85	85	
Bridgestone Americas Holding Inc.	Nashville	TN	●	●	●		●		●	●		●	●		65	80	
Bright Horizons Family Solutions LLC	Watertown	MA	●	●	●	●	●	●	●	●		●	●		100	100	
Brinker International Inc.	Dallas	TX	●	●	●	●	●	●		●		●	●		80	80	731
Bristol-Myers Squibb Co.	New York	NY	●	●	●	●	●	●	●	●		●	●		100	100	168
Broadcom Corp.	Irvine	CA	●	●											20	20	331
Broadridge Financial Solutions Inc.	Lake Success	NY	●	●	●	●	●	●	●	●		●	●		100	100	792
Brooks Brothers Group Inc.	New York	NY	●	●	●	●	●			●		●	●		90	90	
Brooks Sports Inc.	Seattle	WA	●	●	●	●	●			●		●	●		85		
Brown Brothers Harriman & Co.	New York	NY	●	●	●	●	●			●		●	●		90	90	
Brown Rudnick LLP	Boston	MA	●	●	●	●	●	●	●	●		●	●		100	100	
Brown-Forman Corp.	Louisville	KY	●	●	●	●	●	●	●	●		●	●		100	100	702
Bryan Cave LLP	St. Louis	MO	●	●	●	●	●	●	●	●		●	●		100	100	
Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	●	●	●	●	●	●	●	●		●	●		100	100	
Buckley Sandler LLP	Washington	DC	●	●	●	●	●	●	●	●		●	●		100	100	
Burger King Corp.	Miami	FL	●	●	●	●	●	●	●	●		●	●		95	85	
Burlington Northern Santa Fe Corp.	Fort Worth	TX	●	●	●							●	●		30	20	
Burlington Store Inc.	Burlington	NJ	●	●		●	●			●					55	55	500
C&S Wholesale Grocers Inc.	Keene	NH	●	●		●									30	20	
C. H. Robinson Worldwide	Eden Prairie	MN	●	●											20	20	308
CA Technologies Inc.	New York	NY	●	●	●	●	●	●	●	●		●	●		100	100	563
Cadwalader, Wickersham & Taft LLP	New York	NY	●	●	●	●	●	●	●	●		●	●		100	100	
Caesars Entertainment Corp.	Las Vegas	NV	●	●	●	●	●	●	●	●		●	●		100	100	534
Caleres	St. Louis	MO	●	●	●	●	●	●	●	●		●	●		100	100	824

Ratings and Criteria Breakdowns

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Calpine Corp.	Houston	TX	🟡			🟢	🟡				🟡				30	30	402
Cambia Health Solutions Inc.	Portland	OR	🟢	🟢	🟢	🟢	🟢	🟢			🟢	🟢	🟢		100	100	
Campbell Soup Co.	Camden	NJ	🟢	🟢	🟢	🟢	🟢	🟢			🟢	🟢	🟢		100	100	337
Canadian Imperial Bank of Commerce	New York	NY	🟢	🟢	🟢	🟢	🟢				🟢	🟢	🟡		85	85	
Cappgemini US LLC	Houston	TX	🟢	🟢	🟢	🟢	🟢				🟢	🟢	🟢		90	90	
Capital Group Companies Inc., The	Los Angeles	CA	🟢	🟢	🟢	🟢	🟢	🟢			🟢	🟢	🟢		100		
Capital Markets Company NV, The	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢			🟢	🟢	🟢		100	100	
Capital One Financial Corp.	McLean	VA	🟢	🟢	🟢	🟢	🟢	🟢			🟢	🟢	🟢		100	100	112
Cardinal Health Inc.	Dublin	OH	🟢	🟢	🟢	🟢	🟢	🟢			🟢	🟢	🟢		100	100	21
CareFirst Inc.	Baltimore	MD	🟢	🟢	🟢	🟢	🟢	🟢			🟢	🟢	🟢		100	100	
Cargill Inc.	Wayzata	MN	🟢	🟢	🟢	🟢	🟢	🟢			🟢	🟢	🟢		100	100	
Cargo Transporters Inc.	Claremont	NC	🟢	🟢	🟢	🟢	🟢				🟢	🟡			75		
Caribou Coffee Company Inc.	Minneapolis	MN	🟢	🟢	🟢	🟢	🟢	🟢			🟡	🟢			85	85	
Carlson Inc.	Minnnetonka	MN	🟢	🟢	🟢	🟢	🟢	🟢			🟢	🟢	🟡		95	95	
Carlton Fields Jordan Burt	Tampa	FL	🟢	🟢	🟢	🟢	🟢	🟢			🟢	🟢	🟢		100	100	
Carlyle Group LP, The	Washington	DC	🟢	🟢	🟢	🟢	🟢	🟢			🟢	🟢	🟢		100		730
CarMax Inc.	Richmond	VA	🟢	🟢	🟢	🟢	🟢	🟢			🟢	🟢	🟢		100	95	191
Carnival Corp.	Miami	FL	🟢	🟢	🟢	🟢	🟢	🟢			🟢	🟢	🟢		100	100	
Casey's General Stores Inc.	Ankeny	IA															374
Caterpillar Inc.	Peoria	IL	🟢	🟢	🟢	🟢	🟢				🟢	🟢	🟢		90	90	59
CBRE Inc.	Los Angeles	CA	🟢	🟢	🟢	🟢	🟢	🟢			🟢	🟢	🟢		100	100	259
CBS Corp.	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢			🟢	🟢	🟢		100	100	203
CDW Corp.	Lincolnshire	IL	🟢	🟢	🟢	🟢	🟢	🟢			🟢	🟢	🟢		100	90	220
Celanese Corp.	Irving	TX	🟢	🟢	🟢	🟢	🟢				🟢	🟢	🟢		90	90	453
Celgene Corp.	Summit	NJ	🟢	🟢	🟢	🟢	🟢				🟢	🟡			75	75	305
Centene Corp.	St. Louis	MO	🟢	🟢	🟢	🟢	🟢	🟢			🟢	🟢	🟢		100	95	124
CenterPoint Energy Inc.	Houston	TX	🟡												10	20	363
CenturyLink Inc.	Monroe	LA	🟢	🟢	🟢	🟢	🟢	🟢			🟢	🟢	🟡		95	75	159
Cerner Corp.	North Kansas City	MO	🟢	🟢	🟢	🟢	🟢	🟢			🟢	🟢	🟢		100	85	553
CH2M HILL Companies Ltd.	Englewood	CO	🟢	🟢	🟢	🟢	🟢				🟢	🟢	🟢		90	85	478
Chadbourne & Parke LLP	New York	NY	🟢	🟢	🟢	🟢	🟢				🟢	🟢	🟡		85	85	



**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			1a 15 points	1b 15 points	1c 5 points	2a 10 points	2b 10 points	2c 10 points	3a 10 points	3b 10 points	4 15 points	5 -25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Chamberlin Edmonds & Associates Inc.	Atlanta	GA	🟡	🟡		🟢	🟡				🟡				40	30	
Chapman and Cutler LLP	Chicago	IL	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	
Charles Schwab & Co. Inc.	San Francisco	CA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	401
Charter Communications	Stamford	CT	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	292
Chesapeake Energy Corp.	Oklahoma City	OK	🟢	🟢	🟢	🟢	🟢	🟢		🟡				80	65	223	
Chevron Corp.	San Ramon	CA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	14
CHG Healthcare Inc.	Midvale	UT	🟢	🟢	🟢	🟢	🟢	🟢		🟡				85	85		
Chipotle Mexican Grill Inc.	Denver	CO	🟢	🟢		🟢	🟢				🟡	🟡		60	70	546	
Choate, Hall & Stewart LLP	Boston	MA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	
Choice Hotels International Inc.	Rockville	MD	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	
CHS Inc.	Inver Grove Heights	MN	🟡	🟡										20	20	54	
Chubb Corp.	Philadelphia	PA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	
CIGNA Corp.	Bloomfield	CT	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	79
Cisco Systems Inc.	San Jose	CA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	54
CIT Group Inc.	New York	NY	🟡	🟡										20	10	603	
Citigroup Inc.	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	29
Citizens Financial Group	Providence	RI															496
Citrix Systems Inc.	Fort Lauderdale	FL	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	676
Cleary Gottlieb Steen & Hamilton LLP	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	
Clifford Chance US LLP	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	
Clorox Co., The	Oakland	CA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	455
Cloudera Inc.	Palo Alto	CA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100		
CME Group Inc.	Chicago	IL	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟡		95	95	671	
CNA Insurance	Chicago	IL	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	
Coach Inc.	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	575
Coca-Cola Co., The	Atlanta	GA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	62
Cognizant Technology Solutions Corp.	Teaneck	NJ	🟡	🟡										20	20	230	
Colgate-Palmolive Co.	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	174
Columbia Pipeline Group	Houston	TX	🟢	🟢	🟢	🟢	🟢				🟡			70	70		
Comcast NBCUniversal	Philadelphia	PA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	37
Comerica Inc.	Dallas	TX	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	765

Ratings and Criteria Breakdowns

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			1a 15 points	1b 15 points	1c 5 points	2a 10 points	2b 10 points	2c 10 points	3a 10 points	3b 10 points	4 15 points	5 -25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Commercial Metals	Irving	TX	☹	☹											20	20	417
Community Health Systems Inc.	Franklin	TN	☹	☹											20	20	115
Compass Bancshares Inc. (BBVA Compass)	Birmingham	AL	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
Compass Group USA Inc.	Charlotte	NC	●	●	●	●	●				●	●	●		90	90	
Computer Sciences Corp. (CSC)	Falls Church	VA	●	●	●	●	●	●	●	●	●	●	●	●	75	80	233
ConAgra Brands Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	176
ConocoPhillips	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	80	90
Consolidated Edison Co.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	95	95	229
Constellation Brands Inc.	Victor	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	80	429
Constellation Energy Group Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●	●	●	●	80	80	
Consumers Energy	Jackson	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	95	403
Convergys Corp.	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	744
Cooley LLP	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Cooper Tire & Rubber Co.	Findlay	OH	☹				●				●				20	20	739
Corbis Corp.	Seattle	WA	☹	☹			●	●							35	35	
CoreLogic	Santa Ana	CA	☹	☹	●	●	●	●			●	●	●	●	70	70	
Core-Mark Holding Company Inc.	South San Francisco	CA	☹												10		317
Corning Inc.	Corning	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	313
Cosmopolitan of Las Vegas, The	Las Vegas	NV	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Costco Wholesale Corp.	Issaquah	WA	●	●			●	●			●	●			70	70	15
Covington & Burling LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Cox Enterprises Inc.	Atlanta	GA	●	●	●	●	●	●			●	●	●	●	90	90	
Cracker Barrel Old Country Store Inc.	Lebanon	TN	●		●	●	●	●			●	●	☹		60	55	763
Crate and Barrel / CB2	Northbrook	IL	●	●	●	●	●	●	●	●	●	●	●	●	95	100	
Cravath, Swaine & Moore LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
Credit Suisse USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Crowell & Moring LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Crown Holdings	Philadelphia	PA															331
CSAA Insurance Group	Walnut Creek	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
CST Brands	San Antonio	TX	☹												10	10	200
CSX Corp.	Jacksonville	FL	●	●			●	●	●	●	●	●	●	●	95	95	239

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating				
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
Cummins Inc.	Columbus	IN	●	●	●	●	●	●	●	●	●	●	●	●			100	100	148
CUNA Mutual Group	Madison	WI	●	●	●	●	●	●	●	●	●	●	●	●			100	100	701
CVS Health Corp.	Woonsocket	RI	●	●	●	●	●	●	●	●	●	●	●	●			100	100	7
Daimler Trucks North America LLC	Portland	OR	●	●	●	●	●	●		●	●	●	●	●			90		
Dana Holding Corp.	Maumee	OH	●		●					●	●	●	●	●			30	30	428
Danaher Corp.	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●			100	100	133
Daniel J. Edelman Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●			100	100	
Darden Restaurants Inc.	Orlando	FL	●	●	●	●	●	●	●	●	●	●	●	●			100	100	371
Davis Polk & Wardwell LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●			95	95	
Davis Wright Tremaine LLP	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●			100	100	
DaVita Inc.	Denver	CO	●	●	●	●	●	●		●	●	●	●	●			85	75	200
Day Pitney LLP	Parsippany	NJ	●	●	●	●	●	●	●	●	●	●	●	●			100	100	
Dean Foods Co.	Dallas	TX	●	●		●	●			●	●		●	●			40	40	336
Debevoise & Plimpton LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●			100	100	
Dechert LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●			100	100	
Deere & Co.	Moline	IL	●	●	●	●	●	●		●	●	●	●	●			90	85	97
Delek US Holdings	Brentwood	TN	●	●													20		445
Delhaize America Inc.	Salisbury	NC	●	●	●	●	●	●	●	●	●	●	●	●			100	100	
Dell Inc.	Round Rock	TX	●	●	●	●	●	●	●	●	●	●	●	●			100	100	
Deloitte LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●			100	100	
Delta Air Lines Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●			100	100	68
Denny's Corp.	Spartanburg	SC	●	●	●	●	●			●	●	●	●	●			75	75	
Dentons US LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●			100	100	
Depository Trust & Clearing Corp., The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●			100	100	
Deutsche Bank	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●			100	100	
Devon Energy Corp.	Oklahoma City	OK	●	●		●	●										40	40	216
Diageo North America	Norwalk	CT	●	●	●	●	●	●	●	●	●	●	●	●			100	100	
Dickinson Wright PLLC	Detroit	MI	●	●	●	●	●	●	●	●	●	●	●	●			100	85	
Dick's Sporting Goods Inc.	Coraopolis	PA	●	●													20	20	366
Dickstein Shapiro LLP	Washington	DC	●	●		●	●	●	●	●	●	●	●	●			90	90	
DigitasLBi	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●			100	100	

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating					
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
Dillard's Inc.	Little Rock	AR															20	360	
Discover Financial Services	Riverwoods	IL	●	●	●	●	●	●	●	●		●	●	●			100	100	283
Discovery Communications Inc.	Silver Spring	MD	●	●													20	20	406
DISH Network Corp.	Englewood	CO																	157
DLA Piper	Baltimore	MD	●	●	●	●	●	●	●	●		●	●	●			100	100	
Dole Food Co. Inc.	Westlake Village	CA				●											10	10	
Dollar General Corp.	Goodlettsville	TN	●	●	●	●	●	●	●	●		●	●	●			100	85	139
Dollar Tree Stores Inc.	Chesapeake	VA	●	●													20	20	100
Dominion Resources Inc.	Richmond	VA	●	●	●	●	●			●		●	●	●			75	70	243
Domino's Pizza Inc.	Ann Arbor	MI	●	●	●	●	●			●	●	●	●	●			80	85	915
Domtar Corp.	Fort Mill	SC	●	●													20	20	499
Dorsey & Whitney LLP	Minneapolis	MN	●	●	●	●	●	●	●	●		●	●	●			100	100	
Dover Corp.	Downers Grove	IL																10	377
Dow Chemical Co., The	Midland	MI	●	●	●	●	●	●	●	●		●	●	●			100	100	56
DR Horton Inc.	Fort Worth	TX		●													10	20	360
Dr Pepper Snapple Group Inc.	Plano	TX	●	●	●	●	●						●	●			65	55	413
Drinker Biddle & Reath LLP	Philadelphia	PA	●	●	●	●	●	●	●	●		●	●	●			95	95	
Dropbox Inc.	San Francisco	CA	●	●	●	●	●	●	●	●		●	●	●			100	100	
DSW	Columbus	OH	●	●	●	●	●			●	●	●	●	●			90	90	812
DTE Energy Co.	Detroit	MI	●	●	●	●	●			●	●	●	●	●			85	80	274
Duane Morris LLP	Philadelphia	PA	●	●	●	●	●	●	●	●		●	●	●			100	95	
Duke Energy Corp.	Charlotte	NC	●	●	●	●	●	●	●	●		●	●	●			100	90	115
Dun & Bradstreet Corp., The	Short Hills	NJ	●	●	●	●	●	●	●	●		●	●	●			100	100	
Dunkin' Brands Group Inc.	Canton	MA	●	●	●	●	●	●		●		●	●	●			90		
Dykema Gossett PLLC	Detroit	MI	●	●	●	●	●	●	●	●		●	●	●			100	100	
E&J Gallo Winery	Modesto	CA	●	●	●	●	●	●	●	●		●	●	●			100	100	
E*TRADE Financial Corp.	New York	NY	●	●	●	●	●			●	●	●	●	●			80	80	
E. I. du Pont de Nemours and Co. (DuPont)	Wilmington	DE	●	●	●	●	●	●	●	●		●	●	●			100	100	101
EarthLink Inc.	Atlanta	GA	●	●		●	●			●		●	●	●			40	40	
Eastern Bank Corp.	Boston	MA	●	●	●	●	●	●	●	●		●	●	●			100	100	

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating					
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000					
Eastman Chemical Co.	Kingsport	TN	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	296
Eastman Kodak Co.	Rochester	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Eaton Corp.	Cleveland	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
eBay Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	300
Ecolab Inc.	St. Paul	MN	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	206
Edison International	Rosemead	CA																0	20	246
Edward Jones	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	382
Electronic Arts Inc.	Redwood City	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	543
Eli Lilly & Co.	Indianapolis	IN	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	141
EMC Corp.	Hopkinton	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	113
EMCOR Group Inc.	Norwalk	CT	●	●														20	10	351
Emerson Electric Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	90	128
Emmis Communications Corporation	Indianapolis	IN				●	●		●	●		●	●					40	60	
Energy Future Holdings Corp.	Dallas	TX	●	●														20	20	475
Energy Transfer Equity L.P.	Dallas	TX	●	●														20	20	55
Entergy Corp.	New Orleans	LA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	85	247
Enterprise Holdings Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	95	85	
Enterprise Products Partners LP	Houston	TX																0	0	104
EOG Resources	Houston	TX	●	●														20	10	322
Epstein Becker & Green PC	New York	NY	●	●	●	●	●		●	●		●	●	●	●	●	●	90	90	
Erie Insurance Group	Erie	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	411
Ernst & Young LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Essendant Inc.	Deerfield	IL	●	●														10	10	477
Estée Lauder Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	261
Esurance Inc.	San Francisco	CA	●	●	●	●	●		●	●		●	●	●	●	●	●	90	90	
Eventbrite Inc.	San Francisco	CA	●	●	●	●	●	●		●		●	●	●	●	●	●	85	85	
Eversheds Sutherland (US) LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Eversource Energy	Springfield	MA	●	●			●			●			●					35	35	343
Excelsus Health Plan Inc.	Rochester	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Exelon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	95

Ratings and Criteria Breakdowns

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Experia Inc.	Bellevue	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	385
Expeditors International of Washington Inc.	Seattle	WA	●	●											20	20	300
Express Scripts Holding Company	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	22
Exxon Mobil Corp.	Irving	TX	●	●	●	●	●	●	●	●	●	●	●	●	95	85	2
Facebook Inc.	Menlo Park	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	157
FactSet Research Systems Inc.	Norwalk	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Faegre Baker Daniels	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Farmers Insurance Exchange	Woodland Hills	CA	●	●	●	●	●	●	●	●	●	●	●	●	90		227
FCA US LLC	Auburn Hills	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Federal Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	43
Federal National Mortgage Association (Fannie Mae)	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	16
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 New York	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	90	90	
Federal Reserve Bank of Philadelphia	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	90	70	
Federal Reserve Bank of Richmond	Richmond	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Federal Reserve Bank of San Francisco	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	80	
Federal Reserve Bank of St Louis	Saint Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
FedEx Corp.	Memphis	TN	●	●	●	●	●	●	●	●	●	●	●	●	100	85	58
Fenwick & West LLP	Mountain View	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Fidelity National Financial Corp.	Jacksonville	FL	●	●											20	20	311
Fidelity National Information Services Inc.	Jacksonville	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	90	392
Fifth Third Bancorp	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	376
Financial Industry Regulatory Authority Inc.	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
First American Financial Corp.	Santa Ana	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	90	497
First Data Corp.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	249
First Horizon National Corp.	Memphis	TN	●	●	●	●	●	●	●	●	●	●	●	●	85	85	

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating				
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000			
FirstEnergy Corp.	Akron	OH	☹													10	20	198
Fiserv Inc.	Brookfield	WI	☹	☹												20	10	403
Fish & Richardson PC	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	☹		95	90	
Fleishman-Hillard Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●		100	75	
Fluor Corp.	Irving	TX	●	●	●	●	●	●	●	●	●	●	●	☹		80	85	155
FMC Technologies Inc.	Houston	TX	☹			●	●									30	30	410
FMR Corp.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	☹		95		
Foley & Lardner LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Foley Hoag LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Foot Locker Inc.	New York	NY	☹													10	10	361
Ford Motor Co.	Dearborn	MI	●	●	●	●	●	●	●	●	●	●	●	●		100	100	9
Fortive Corp.	Everett	WA	●	●	●	●	●	●	●	●	●	●	●	●		100		
Fossil Inc.	Richardson	TX	●	●	●	●	●	●	●	●	●	●	●	☹		75	75	683
Fox Rothschild LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	☹		85		
Franklin Resources Inc.	San Mateo	CA	●	●	●	●	●	●	●	●	●	●	●	●		100	100	344
Fredrikson & Byron	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●		100	95	
Freeport-McMoRan Copper & Gold Inc.	Phoenix	AZ																176
Freescale Semiconductor Inc.	Austin	TX	●	●	●	●	●	●	●	●	●	●	●	☹		75	75	
Fried, Frank, Harris, Shriver & Jacobson LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Frost Brown Todd LLC	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Galloway, Johnson, Tompkins, Burr & Smith PLC	New Orleans	LA	●	●	●	●	●	●	●	●	●	●	●	●		90	90	
GameStop Corp.	Grapevine	TX	●	●	●	●	●	●	●	●	●	●	●	●		100	100	302
Gannett Co. Inc.	McLean	VA	●	●	●	●	●	●	●	●	●	●	●	●		100	95	
Gap Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●		100	100	177
Gartner Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Gastronomy Inc.	Salt Lake City	UT	☹	☹	●	●	●	●	●	●	●	●	●	☹		50	50	
Genentech Inc.	South San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
General Dynamics Corp.	Falls Church	VA	●	●	●	●	●	●	●	●	●	●	●	●		90	90	88
General Electric Co.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●		100	100	11
General Mills Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●		100	100	161

Ratings and Criteria Breakdowns

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
General Motors Co.	Detroit	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	8
Genesco Inc.	Nashville	TN	●	●	●	●	●	●	●	●	●	●	●	●	85	75	721
Genesis HealthCare Corp.	Kennett Square	PA	●	●	●	●	●	●	●	●	●	●	●	●	10		457
Genuine Parts Co.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●			153
Genworth Financial Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	306
Giant Eagle Inc.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
Gibson, Dunn & Crutcher LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Gilead Sciences Inc.	Foster City	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	85	86
GlaxoSmithKline LLC	Research Triangle Park	NC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Global Partners	Waltham	MA	●	●	●	●	●	●	●	●	●	●	●	●	10	10	276
GODADDY Inc.	Scottsdale	AZ	●	●	●	●	●	●	●	●	●	●	●	●	90		
Goldman Sachs Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	74
Goodwin Procter LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Goodyear Tire & Rubber Co.	Akron	OH	●	●	●	●	●	●	●	●	●	●	●	●	90	80	169
Google Inc.	Mountain View	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	36
Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Goulston & Storrs	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Graham Holdings	Arlington	VA	●	●	●	●	●	●	●	●	●	●	●	●	25	25	737
Grant Thornton LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Graybar Electric Company Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	20	20	413
Greenberg Traurig LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Group 1 Automotive	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	35	35	267
Group Health Cooperative	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Groupon Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	688
Guardian Life Insurance Co. of America, The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	226
H&M Hennes & Mauritz AB	North Arlington	NJ	●	●	●	●	●	●	●	●	●	●	●	●	70	70	
H&R Block Inc.	Kansas City	MO	●	●	●	●	●	●	●	●	●	●	●	●	80	70	712
H.E. Butt Grocery Co.	San Antonio	TX	●	●	●	●	●	●	●	●	●	●	●	●	30	30	
Hachette Book Group	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	65	70	
Hain Celestial Group Inc., The	Lake Success	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	90	795



**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating				
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000			
Halliburton Co.	Houston	TX	☹													10	10	117
Hallmark Cards Inc.	Kansas City	MO	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Hanesbrands Inc.	Winston-Salem	NC	●	●	●	●	●	●	●	●	●	●	●	●		90	90	448
Hanover Insurance Group Inc.	Worcester	MA	●	●	●	●	●	●	●	●	●	●	●	●		100	90	506
Harley-Davidson Inc.	Milwaukee	WI	☹													10	10	422
Harman International Industries Inc.	Stamford	CT																419
Harris Corp.	Melbourne	FL	●	●	●	●	●	●	●	●	●	●	●	●		100	100	505
Hartford Financial Services Group Inc., The	Hartford	CT	●	●	●	●	●	●	●	●	●	●	●	●		100	100	152
Harvard Pilgrim Health Care Inc.	Wellesley	MA	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Hasbro Inc.	Pawtucket	RI	●	●	●	●	●	●	●	●	●	●	●	●		100	100	550
Hawaiian Airlines Inc.	Honolulu	HI	●	●	●	●	●	●	●	●	●	●	●	☹		85	65	884
Haynes and Boone LLP	Dallas	TX	●	●	●	●	●	●	●	●	●	●	●	☹		95	95	
HCA - Hospital Corporation of America	Nashville	TN	●	●		●	●	●	●	●	●	●	●	●		90	90	63
HD Supply	Atlanta	GA	☹	☹												20	20	310
Health Care Service Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Health Net Inc.	Woodland Hills	CA	☹	☹	●	●	●		●	●	●	●	●	☹		65	65	172
HealthSouth Corp.	Birmingham	AL	●		●	●	●			●	●	●	●	☹		55	55	693
Henry Schein Inc.	Melville	NY	●	●	●	●	●	●	●	●	●	●	●	●		100	100	268
HERE North America LLC	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Herman Miller Inc.	Zeeland	MI	●	●	●	●	●	●	●	●	●	●	●	●		100	100	932
Herrick Feinstein LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	☹		90	90	
Hershey Co., The	Hershey	PA	●	●	●	●	●	●	●	●	●	●	●	●		100	100	362
Hertz Global Holdings Inc.	Estero	FL	●	●	●	●	●	●	●	●	●	●	●	☹		95	55	269
Hess Corp.	New York	NY	●	●	●	●	●	●					●	☹		65	65	394
Hewlett Packard Enterprise Co.	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Highmark Inc.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Hilton Inc.	McLean	VA	●	●	●	●	●	●	●	●	●	●	●	●		100	100	254
Hinshaw & Culbertson LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Hogan Lovells US LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Holland & Hart LLP	Denver	CO	☹	☹	●	●	●				●	●	●	☹		55	55	

Ratings and Criteria Breakdowns

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Holland & Knight LLP	Brandon	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
HollyFrontier Corp.	Dallas	TX	●	●											20	20	214
Home Depot Inc., The	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	28
Honda North America Inc.	Marysville	OH	●	●	●	●	●	●	●		●	●	●		85	85	
Honeywell International Inc.	Morris Township	NJ	●	●	●	●	●	●	●	●	●	●	●	●	75	75	75
Horizon Healthcare Services Inc.	Newark	NJ	●	●	●	●	●	●	●		●	●	●	●	85	70	
Hormel Foods Corp.	Austin	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	304
Hortonworks Inc.	Santa Clara	CA	●	●	●	●	●	●			●				65	65	
Host Hotels & Resorts Inc.	Bethesda	MD	●	●		●	●	●			●	●	●	●	75	10	472
Houghton Mifflin Harcourt Co.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	95	80	
Howard & Howard Attorneys PLLC	Royal Oak	MI	●	●	●	●	●	●	●		●	●	●	●	75	20	
HP Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	20
HRG Group	New York	NY	●												10	10	441
HSBC USA	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
HSN Inc.	St. Petersburg	FL	●	●	●	●	●	●			●	●	●	●	85	85	621
Hughes Hubbard & Reed LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Humana Inc.	Louisville	KY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	52
Huntington Bancshares Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	698
Huntington Ingalls Industries	Newport News	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	85	378
Hunton & Williams LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	95	95	
Huntsman Corp.	The Woodlands	TX	●	●	●	●	●	●			●	●	●	●	70	55	277
Huron Consulting Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Husch Blackwell LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Hyatt Hotels Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	562
Hyundai Motor America	Fountain Valley	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
IAC/InterActiveCorp.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	80	682
IBM Corp.	Armonk	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	31
Icahn Enterprises LP	New York	NY														10	104
Ice Miller LLP	Indianapolis	IN	●	●	●	●	●	●			●	●	●	●	85		
iHeartMedia Inc.	San Antonio	TX	●	●	●	●	●	●	●	●	●	●	●	●	95	95	414

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
IHS Markit Ltd.	New York	NY	●	●	●	●	●	●			●	●			90	90	
IKEA Holding US Inc.	Conshohocken	PA	●	●	●	●	●	●		●	●	●			100	100	
Illinois Tool Works Inc.	Glenview	IL	●	●	●	●	●	●			●	●			60	65	211
Imation Corp.	Oakdale	MN	●	●	●	●	●	●			●	●			60	60	
Indeed Inc.	Austin	TX	●	●	●	●	●	●		●	●	●			100		
Infosys Limited Inc.	Plano	TX	●	●	●	●	●	●			●	●			70	70	
Ingersoll-Rand Company	Davidson	NC	●	●	●	●	●	●		●	●	●			100	100	
Ingram Micro	Irvine	CA	●	●	●	●	●	●			●	●			85	70	64
Ingredion Inc.	Westchester	IL															456
Insight Enterprises Inc.	Tempe	AZ	●	●	●	●	●	●			●	●			75	65	474
Instacart Inc.	San Francisco	CA	●	●	●	●	●	●		●	●	●			95	95	
Intel Corp.	Santa Clara	CA	●	●	●	●	●	●		●	●	●			100	100	51
InterContinental Hotels Group Americas	Atlanta	GA	●	●	●	●	●	●		●	●	●			100	100	
International Paper Co.	Memphis	TN	●	●		●	●	●			●				45	45	127
Interpublic Group of Companies Inc.	New York	NY	●	●	●	●	●	●		●	●	●			100	100	355
INTL FCStone Inc.	New York	NY	●												10	10	83
Intuit Inc.	Mountain View	CA	●	●	●	●	●	●		●	●	●			100	100	552
Invesco Ltd.	Atlanta	GA	●	●	●	●	●	●			●	●			75	75	
Iron Mountain Inc.	Boston	MA	●	●	●	●	●	●		●	●	●			100		729
ITT Corp.	White Plains	NY	●		●	●	●	●			●	●			45	55	847
J. B. Hunt Transport Services Inc.	Lowell	AR	●	●											20	20	416
J. M. Smucker Co.	Orrville	OH	●	●	●	●	●	●		●	●	●			90	90	452
J.C. Penney Co. Inc.	Plano	TX	●	●	●	●	●	●		●	●	●			100	100	228
Jabil Circuit Inc.	St. Petersburg	FL	●	●											20	10	158
Jackson Walker LLP	Dallas	TX	●		●	●	●	●		●	●	●			70	70	
Jacobs Engineering Group Inc.	Pasadena	CA	●	●		●	●	●							35	35	235
Jenner & Block LLP	Chicago	IL	●	●	●	●	●	●		●	●	●			100	100	
JetBlue Airways Corp.	Long Island City	NY	●	●	●	●	●	●		●	●	●			100	100	405
JLL	Chicago	IL	●	●	●	●	●	●		●	●	●			100	100	436
John Hancock Financial Services Inc.	Boston	MA	●	●	●	●	●	●		●	●	●			100	100	

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating			
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000			
Johnson & Johnson	New Brunswick	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	39
Johnson Controls Inc.	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	●	85	75	70
JPMorgan Chase & Co.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	23
K&L Gates LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kaiser Permanente	Oakland	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kate Spade & Company	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	75	75	
Katten Muchin Rosenman LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kaye Scholer LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
KB Home	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	35	35	719
Kelley Drye & Warren LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kellogg Co.	Battle Creek	MI	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	207
Kelly Services Inc.	Troy	MI	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	467
Kenneth Cole Productions Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	80	80	
Kenyon & Kenyon	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	80	80	
Keurig Green Mountain	Waterbury	VT	●	●	●	●	●	●	●	●	●	●	●	●	●	95	95	542
KeyBank	Cleveland	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	540
Kilpatrick Townsend & Stockton LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kimberly-Clark Corp.	Irving	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	151
Kimpton Hotel & Restaurant Group LLC	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kinder Morgan Inc.	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	20	20	100
Kindred Healthcare Inc.	Louisville	KY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	20	372
King & Spalding LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kirkland & Ellis LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
KKR & Co. LP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	347
KLA-Tencor Corp.	Milpitas	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	25	25	769
Kohler Co.	Kohler	WI	●	●	●	●	●	●	●	●	●	●	●	●	●	90	10	
Kohl's Corp.	Menomonee Falls	WI	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	145
Komatsu Mining Corp.	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	●	80	10	690
KPMG LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kraft Heinz Co., The	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	90	80	153

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Kramer Levin Naftalis & Frankel LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kroger Co., The	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●	95	95	17
Kutak Rock LLP	Omaha	NE	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
L Brands Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	95	234
L.L. Bean Inc.	Freeport	ME	●	●		●	●		●	●		●	●		60	60	
L-3 Communications Holdings	New York	NY	●	●		●	●								40	40	245
Laboratory Corporation of America Holdings	Burlington	NC	●	●	●	●	●	●	●	●	●	●	●	●	100	20	325
Laclede Group Inc., The	St. Louis	MO	●	●	●	●	●	●			●	●	●		65	80	
Land O'Lakes Inc.	Arden Hills	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	215
Lane Powell PC	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Lansing Trade Group	Overland Park	KS															453
Las Vegas Sands Corp.	Las Vegas	NV	●												10	10	241
Latham & Watkins LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Lear Corp.	Southfield	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	154
LeClairRyan	Richmond	VA	●	●		●	●	●	●	●	●	●	●	●	95	80	
Legg Mason Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●	●	●	●	95	95	768
Leidos Holdings	Reston	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	20	504
Lendlease Americas Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Lennar Corp.	Miami	FL	●	●											20	20	301
LENOVO (UNITED STATES) INC.	Morrisville	NC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Leo Burnett Company Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Leucadia National Corporation	New York	NY															243
Level 3 Communications Inc.	Broomfield	CO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	333
Levi Strauss & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	547
LexisNexis Group	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	95	85	
Lexmark International Inc.	Lexington	KY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	638
Liberty Interactive Corp.	Englewood	CO															254
Liberty Mutual Group	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	95	73
LifePoint Health Inc.	Brentwood	TN															430
Lincoln National Corp.	Radnor	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	205

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating					
			1a 15 points	1b 15 points	1c 5 points	2a 10 points	2b 10 points	2c 10 points	3a 10 points	3b 10 points	4 15 points	5 -25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
Lindquist & Vennum LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
LinkedIn	Sunnyvale	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	733
Lithia Motors, Inc.	Medford	OR																	348
Littler Mendelson PC	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Live Nation Inc.	Beverly Hills	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	75	366
LKQ Corp.	Chicago	IL																	389
Locke Lord LLP	Dallas	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Lockheed Martin Corp.	Bethesda	MD	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	60
Loeb & Loeb LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	90	50	
Loews Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	●	75	75	210
L'Oreal USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
Lowenstein Sandler LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Lowe's Companies Inc.	Mooresville	NC	●	●	●	●	●	●	●	●	●	●	●	●	●	●	75	40	47
LPL Financial Holdings Inc.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	568
Lubrizol Corp.	Wickliffe	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	●	95	85	
Lyft Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100		
M&T Bank Corp.	Buffalo	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	●	95	95	510
Macquarie Group Ltd.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	●	85		
Macy's Inc.	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	103
Mallinckrodt LLC	Hazelwood	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Manatt, Phelps & Phillips LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
ManpowerGroup	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	144
Marathon Oil Corp.	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	●	85	85	438
Marathon Petroleum Corp.	Findlay	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	●	85	75	42
Marriott International Inc.	Bethesda	MD	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	195
Mars Inc.	Mt. Olive	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	●	90	90	
Marsh & McLennan Companies Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	222
Masco Corp.	Taylor	MI															10		349
Massachusetts Mutual Life Insurance Co.	Springfield	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	76
MasterCard Inc.	Purchase	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	294

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating					
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000					
Mattel Inc.	El Segundo	CA	●	●	●	●	●	●	●	●	●	●	●	●				100	100	450
Mayer Brown LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●				100	100	
MB Financial Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●				95		
McCarter & English LLP	Newark	NJ	●	●	●	●	●	●	●	●	●	●	●	●				85	85	
McCormick & Company Inc.	Sparks	MD	●	●	●	●	●	●	●	●	●	●	●	●				75	80	567
McDermott Will & Emery LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●				100	100	
McDonald's Corp.	Oak Brook	IL	●	●	●	●	●	●	●	●	●	●	●	●				100	100	109
McGraw-Hill Global Education Holdings LLC	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●				90	90	
McGuireWoods LLP	Richmond	VA	●	●	●	●	●	●	●	●	●	●	●	●				85	85	
McKesson Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●				100	100	5
McKinsey & Co. Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●				100	100	
Medallia Inc.	San Mateo	CA	●	●	●	●	●	●	●	●	●	●	●	●				100		
Mediavest   Spark	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●				100	100	
Medtronic PLC	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●				100	100	
Meijer Inc.	Grand Rapids	MI	●	●	●	●	●	●	●	●	●	●	●	●				95	95	
Merck & Co. Inc.	Kenilworth	NJ	●	●	●	●	●	●	●	●	●	●	●	●				100	100	72
Mesirow Financial Holdings Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●				90	80	
MetLife Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●				100	100	40
MGM Resorts International	Las Vegas	NV	●	●	●	●	●	●	●	●	●	●	●	●				100	100	309
Michael Best & Friedrich LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●				100	100	
Micron Technology Inc.	Boise	ID	●	●	●	●	●	●	●	●	●	●	●	●				40	40	173
Microsoft Corp.	Redmond	WA	●	●	●	●	●	●	●	●	●	●	●	●				100	100	25
Milbank, Tweed, Hadley & McCloy LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●				100	100	
MillerCoors LLC	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●				100	100	
Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●				100	100	
Mitchell Gold + Bob Williams	Taylorsville	NC	●	●	●	●	●	●	●	●	●	●	●	●				100	100	
Mohawk Industries Inc.	Calhoun	GA	●	●	●	●	●	●	●	●	●	●	●	●				35	35	338
Molina Healthcare Inc.	Long Beach	CA	●	●	●	●	●	●	●	●	●	●	●	●				60	60	201
Mondelez International Inc.	East Hanover	NJ	●	●	●	●	●	●	●	●	●	●	●	●				100	100	94
Monsanto Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●				100	100	189

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Moody's Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	652
Moore & Van Allen PLLC	Charlotte	NC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Morgan Stanley	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	78
Morgan, Lewis & Bockius LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Morningstar Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
Morris, Manning & Martin LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	80	
Morrison & Foerster LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Mosaic Co.	Plymouth	MN	●	●	●	●	●	●	●	●	●	●	●	●	85	85	316
Motorola Solutions Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	95	75	451
MSLGROUP Americas	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Munger, Tolles & Olson LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Murphy USA	El Dorado	AR															258
Mutual of Omaha Insurance	Omaha	NE	●	●	●	●	●	●	●	●	●	●	●	●	95	95	367
NASDAQ Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	85	75	663
National Grid USA	Waltham	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
National Oilwell Varco Inc.	Houston	TX	●												10	10	102
Nationwide	Columbus	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	69
Navient	Wilmington	DE	●	●	●	●	●	●	●	●	●	●	●	●	100	90	494
Navigant Consulting Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Navistar International Corp.	Lisle	IL	●	●									●		30	30	281
NCR Corp.	Duluth	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	409
Nelson Mullins Riley & Scarborough LLP	Columbia	SC	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
Nestlé Purina PetCare Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Nestlé USA Inc.	Glendale	CA	●	●	●	●	●	●	●	●	●	●	●	●	95	90	
NetApp Inc.	Sunnyvale	CA	●	●	●	●	●	●	●	●	●	●	●	●	95	95	422
Netflix Inc.	Los Gatos	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	379
New Relic Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	95		
New York Life Insurance Co.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	95	100	61
New York Times Co.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
Newmont Mining Corporation	Greenwood Village	CO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	349



**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion										Rating					
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000			
News Corp.	New York	NY																
NextEra Energy Inc.	Juno Beach	FL	●	●	●	●	●	●	●	●	●	●	●	●	●	70	70	163
NGL Energy Partners	Tulsa	OK	●	●												20	20	167
Nielsen	New York City	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Nike Inc.	Beaverton	OR	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	91
NiSource Inc.	Merrillville	IN	●	●	●	●	●	●	●	●	●	●	●	●	●	100	75	483
Nissan North America Inc.	Franklin	TN	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Nixon Peabody LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Nokia Inc.	Irving	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	100		
Nordstrom Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	197
Norfolk Southern Corp.	Norfolk	VA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	80	270
Nortel Networks Corp.	Richardson	TX	●		●	●	●	●					●	●	45	45		
Northern Trust Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	520
Northrop Grumman Corp.	Falls Church	VA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	118
Northwestern Mutual Life Insurance	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	100
Norton Rose Fulbright	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Novartis Pharmaceuticals Corp.	East Hanover	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Novo Nordisk Inc.	Plainsboro	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	90	90	
NRG Energy Inc.	Princeton	NJ	●	●			●	●	●	●	●	●	●	●	●	65	70	193
Nuance Communications	Burlington	MA	●	●	●	●	●	●				●	●	●	80		264	
Nucor Corp.	Charlotte	NC	●	●											10	10	170	
NVIDIA Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	508
NYSE Euronext Inc.	New York	NY	●		●	●	●	●				●			45	55		
Occidental Petroleum	Los Angeles	CA	●	●											10	20	215	
Ocean Spray Cranberries Inc.	Lakeville-Middleboro	MA	●	●	●	●	●	●	●	●	●	●	●	●	90	85		
Office Depot Inc.	Boca Raton	FL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	196
Ogilvy Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Old Republic International	Chicago	IL															442	
O'Melveny & Myers LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100		

Ratings and Criteria Breakdowns

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	15 points	5 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000	
Omnicom Group	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	186
ONE Gas Inc.	Tulsa	OK	●	●	●	●	●	●	●	●	●	●	●	●	70	70	
ONEOK Inc.	Tulsa	OK	●	●	●	●	●	●	●	●	●	●	●	●	95	85	348
OppenheimerFunds Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Optimedia International US Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Oracle Corp.	Redwood City	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	77
Orbital ATK, Inc.	Dulles	VA	●	●	●	●	●	●	●	●	●	●	●	●	15	35	560
O'Reilly Automotive Inc.	Springfield	MO	●	●	●	●	●	●	●	●	●	●	●	●	10	10	342
Orrick, Herrington & Sutcliffe LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Oshkosh Corp.	Oshkosh	WI	●	●	●	●	●	●	●	●	●	●	●	●	20	20	424
Outerwall Inc.	Bellevue	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	922
Overstock.com Inc.	Midvale	UT	●	●	●	●	●	●	●	●	●	●	●	●	75	80	
Owens & Minor Inc.	Mechanicsville	VA	●	●	●	●	●	●	●	●	●	●	●	●	80	80	291
Owens Corning	Toledo	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	480
Owens-Illinois Inc.	Perrysburg	OH	●	●	●	●	●	●	●	●	●	●	●	●	20	20	418
Paccar Inc.	Bellevue	WA	●	●	●	●	●	●	●	●	●	●	●	●	20	20	147
Pacific Investment Management Co. LLC	Newport Beach	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Pacific Life Insurance Co.	Newport Beach	CA	●	●	●	●	●	●	●	●	●	●	●	●	80	80	326
Pacific Medical Centers	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	60	60	
Packaging Corporation of America	Lake Forest	IL	●	●	●	●	●	●	●	●	●	●	●	●	20		446
Palm Management Corp.	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	55	55	
Pandora Media Inc.	Oakland	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Pariveda Solutions Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●	●	●	●	70		
Parker Hannifin Corp.	Cleveland	OH	●	●	●	●	●	●	●	●	●	●	●	●	20	20	324
Patterson Belknap Webb & Tyler LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Patterson Companies (Patterson Dental Supply)	St. Paul	MN	●	●	●	●	●	●	●	●	●	●	●	●	60	60	559
Patton Boggs LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	80	85	
Paul Hastings LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Paul, Weiss, Rifkind, Wharton & Garrison LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
PayPal Holdings Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	307

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating					
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
PBF Energy	Parsippany	NJ																317	
Peabody Energy Corp.	St. Louis	MO															10	458	
Pearson Inc.	Hoboken	NJ	●	●	●	●	●	●	●	●	●	●	●	●			100	100	143
Penske Automotive Group Inc.	Bloomfield Hills	MI	●														10		143
Pep Boys-Manny, Moe & Jack	Philadelphia	PA	●	●		●	●				●						45	45	
Pepper Hamilton LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●			100	100	
PepsiCo Inc.	Purchase	NY	●	●	●	●	●	●	●	●	●	●	●	●			100	100	44
Perkins + Will Inc.	Chicago	IL	●			●	●				●						35	35	
Perkins Coie LLP	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●			100	100	
Pernod Ricard USA LLC	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●			100	100	
Peter Kiewit Sons' Inc.	Omaha	NE	●	●													20	20	314
PetSmart Inc.	Phoenix	AZ	●	●	●	●	●	●	●	●	●	●	●	●			100	100	
Pfizer Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●			100	100	55
PG&E Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●			100	100	166
Philip Morris International Inc.	New York	NY	●														10	10	108
Phillips 66	Houston	TX	●	●	●	●	●	●			●	●	●	●			85	75	30
Pillsbury Winthrop Shaw Pittman LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●			100	100	
Pinnacle West Capital	Phoenix	AZ	●	●	●	●	●	●	●		●	●	●				90	90	650
Pinterest Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●			95		
Pitney Bowes Inc.	Stamford	CT	●	●	●	●	●	●	●	●		●	●				70	70	634
Plains GP Holdings	Houston	TX																	121
PNC Financial Services Group Inc., The	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●			100	100	171
PNM Resources Inc.	Albuquerque	NM	●	●	●	●	●	●			●	●	●				70	65	
Polsinelli	Kansas City	MO	●	●	●	●	●	●			●	●	●	●			85	85	
Portland General Electric Co.	Portland	OR	●	●	●	●	●	●	●	●	●	●	●	●			100	100	997
PPG Industries Inc.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●			100	75	182
PPL Corp.	Allentown	PA	●	●	●	●	●	●	●	●	●	●	●	●			100	100	350
Praxair Inc.	Danbury	CT	●	●	●	●	●	●	●	●	●	●	●	●			100	100	262
Precision Castparts Corp.	Portland	OR	●	●													20	20	382
priceline.com LLC	Norwalk	CT	●	●	●	●	●	●	●	●	●	●	●	●			90	80	308

Ratings and Criteria Breakdowns

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
PricewaterhouseCoopers LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Principal Financial Group	Des Moines	IA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	236
Procter & Gamble Co.	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	34
Progressive Corp., The	Mayfield Village	OH	●	●		●	●	●	●	●	●	●	●	●	90	90	137
Proskauer Rose LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	90	85	
Prudential Financial Inc.	Newark	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	50
Public Service Enterprise Group	Newark	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	90	272
Publicis Healthcare Communications	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Publicis Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	95	95	
Publicis Media	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100		
Publix Super Markets Inc.	Lakeland	FL														10	87
PulteGroup Inc.	Atlanta	GA	●												10	10	433
PVH Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	85	340
Quaintance-Weaver Inc.	Greensboro	NC	●		●	●	●	●			●	●	●	●	60	60	
QUALCOMM Inc.	San Diego	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	110
Quanta Services	Houston	TX	●												10	10	353
Quantcast Corp.	San Francisco	CA	●	●	●	●	●	●	●		●	●	●	●	80	75	
Quarles & Brady LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Quest Diagnostics Inc.	Madison	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	358
Quinn Emanuel Urquhart & Sullivan LLP	London	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Quintiles Transnational	Durham	NC	●	●											20	20	447
R.R. Donnelley & Sons Co.	Chicago	IL	●	●	●	●	●	●			●	●	●	●	90	90	255
Rackspace	San Antonio	TX	●	●	●	●	●	●	●	●	●	●	●	●	100		970
RadioShack Corp.	Fort Worth	TX	●			●	●				●				40	40	
Ralph Lauren Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	90	90	354
Raymond James Financial Inc.	St. Petersburg	FL	●	●	●	●	●	●	●	●	●	●	●	●	85	85	482
Raytheon Co.	Waltham	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	120
RB	Parsippany	NJ	●		●	●	●	●			●	●	●	●	50	50	
RBC Capital Markets LLC	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
RBC Wealth Management	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	

Ratings and Criteria Breakdowns

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating				
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000			
RBS Securities Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●	●	●	●	●	80	85	
Re:Sources USA Inc.	Long Island City	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Realty Holdings Corp.	Madison	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	85	85	449
Recreational Equipment Inc.	Kent	WA	●	●	●	●	●	●	●	●	●	●	●	●	●	95	95	
Redfin Corp.	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	●	95	85	
Reed Smith LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Regal Entertainment Group	Knoxville	TN	●	●	●	●	●	●	●	●	●	●	●	●	●	85	85	705
Regions Financial Corp.	Birmingham	AL	●	●	●	●	●	●	●	●	●	●	●	●	●	95	85	453
Reinhart Boerner Van Deuren s.c.	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	●	55		
Reinsurance Group of America Inc.	Chesterfield	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	85	20	271
Reliance Steel & Aluminum Co.	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	10	10	303
Replacements Ltd.	McLeansville	NC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Republic Services Inc.	Phoenix	AZ	●	●	●	●	●	●	●	●	●	●	●	●	●	100	85	312
Reynolds American Inc.	Winston-Salem	NC	●	●	●	●	●	●	●	●	●	●	●	●	●	95	85	266
Rite Aid Corp.	Camp Hill	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	65	65	107
Robert Bosch Corp.	Broadview	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	90		
Robert Half	Menlo Park	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	503
Robert W. Baird & Co. Incorporated	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
Robins Kaplan LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Rockland Trust Co.	Rockland	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Rockwell Automation Inc.	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	412
Rockwell Collins Inc.	Cedar Rapids	IA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	490
Rolls-Royce North America (USA) Holdings Co.	Reston	VA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
Ropes & Gray LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Rosetta LLC	Hamilton	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	75	75	
Ross Stores Inc.	Dublin	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	90	90	237
Royal Caribbean Cruises Ltd.	Miami	FL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Ryder System Inc.	Miami	FL	●	●	●	●	●	●	●	●	●	●	●	●	●	85	85	395
Ryland Group Inc., The	Calabasas	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	15	15	
S&P Global Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	481

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating					
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000					
S.C. Johnson & Son Inc.	Racine	WI	●	●	●	●	●	●	●	●	●	●	●	●				100	100	
Saatchi & Saatchi North America Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●				100	100	
Sabre Holdings Inc.	Southlake	TX	●	●	●	●	●	●				●	●	●				65	65	736
Saint-Gobain Corp.	Malvern	PA	●	●	●	●	●	●				●	●	●				90		
Salesforce	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●				100	100	386
Sanderson Farms Inc.	Laurel	MS	●	●	●	●	●	●										55	55	770
SanDisk Corp.	Milpitas	CA	●	●	●													20	20	464
Sanmina-SCI	San Jose	CA																		400
Sanofi	Bridgewater	NJ	●	●	●	●	●	●	●	●	●	●	●	●				100	100	
SAP America Inc.	Newtown Square	PA	●	●	●	●	●	●	●	●	●	●	●	●				100	100	
Sapient Consulting Corp.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●				100	100	
SapientRazorfish	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●				100		
Saul Ewing Arnstein & Lehr LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●				100	95	
Sbe	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●				75	75	
Schiff Hardin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●				100	100	
Scholastic Corp.	New York	NY	●	●	●	●	●	●				●	●	●				80	75	
Schulte, Roth & Zabel LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●				95	95	
Science Applications International Corp.	Reston	VA	●	●	●	●	●	●				●	●	●				85		565
Seaboard Corp.	Shawnee Mission	KS	●	●	●													20	20	460
Seagate Technology LLC	Scotts Valley	CA				●	●	●				●	●	●				25	45	
Sealed Air Corp.	Elmwood Park	NJ	●	●	●													20	20	376
Sears Holdings Corp.	Hoffman Estates	IL	●	●	●	●	●	●	●	●	●	●	●	●				100	100	111
Sedgwick LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●				100	100	
Selective Insurance Group	Branchville	NJ	●	●	●	●	●	●				●	●	●				55	55	936
Sempra Energy	San Diego	CA	●	●	●	●	●	●	●	●	●	●	●	●				100	100	279
Severn Trent Services Inc.	Fort Washington	PA				●	●	●										15	35	
Seyfarth Shaw LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●				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	

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating				
			1a 15 points	1b 15 points	1c 5 points	2a 10 points	2b 10 points	2c 10 points	3a 10 points	3b 10 points	4 15 points	5 -25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000			
Sherwin-Williams Co., The	Cleveland	OH	☹	☹												20	20	353
Shook, Hardy & Bacon LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Sidley Austin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Siemens	Malvern	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
Simon Property Group Inc.	Indianapolis	IN	☹													10	10	498
Simpson Thacher & Bartlett LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
SIRIUS XM Radio Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
SkyWest Airlines Inc.	St. George	UT	●	●	●	●	●	●	●	●	●	●	●	●	●	90	90	
Slalom	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
SLM Corp. (Sallie Mae)	Newark	DE	☺	☺		●	●	●		●						45	35	
Snagajob.com Inc.	Glen Allen	VA	●	●	●	●	●	●		●	●	☺				85		
Snell & Wilmer	Phoenix	AZ	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Societe Generale Financial Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100		
Sodexo Inc.	Gaithersburg	MD	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Software AG USA Inc.	Reston	VA	☺	☺	●	●	●				●	☺				60	60	
Software House International	Somerset	NJ	☺													10	10	
Sonic Automotive Inc.	Charlotte	NC																297
Sonoco Products Company	Hartsville	SC	●	●	●	●	●	●			●	●				80	80	514
Sony Computer Entertainment America LLC	Foster City	CA	●	●		●	●	●	●	●	●	●				80	80	
Sony Corporation of America	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Sony Electronics Inc.	San Diego	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Sony Pictures Entertainment Inc.	Culver City	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Southern California Edison Co.	Rosemead	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Southern Co.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	162
Southwest Airlines Co.	Dallas	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	142
SpartanNash	Grand Rapids	MI	●	●	●	●	●	●	●		●	☺				75		351
Spectra Energy Corp.	Houston	TX	●	●	●	●	●	●			●	●	☺			85	85	493
Spirit AeroSystems Inc.	Wichita	KS	●	●	●	●	●	●	●	●	●	●	●	●	●	85		389
Sprint Corp.	Overland Park	KS	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Squire Patton Boggs	Cleveland	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
SRA International Inc.	Fairfax	VA	●	●	●	●	●	●	●	●	●	●	●	●	80	80	
St. Jude Medical Inc.	St. Paul	MN	●	●	●	●	●	●	●	●	●	●	●	●	95	95	465
Standard Insurance Co.	Portland	OR	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Stanley Black & Decker Inc.	New Britain	CT	●	●	●	●	●	●	●	●	●	●	●	●	85	45	256
Staples Inc.	Framingham	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	132
Starbucks Corp.	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	146
Starcom	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
State Farm Group	Bloomington	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	35
State Street Corp.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	264
Steel Dynamics Inc.	Fort Wayne	IN	●	●	●	●	●	●	●	●	●	●	●	●	65	20	356
Steelcase Inc.	Grand Rapids	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	716
Step toe & Johnson LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
Stinson Leonard Street LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
Stoel Rives LLP	Portland	OR	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Stryker Corp.	Kalamazoo	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	287
Subaru of America Inc.	Cherry Hill	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Sullivan & Cromwell LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
Sun Life Financial Inc. (US)	Wellesley Hills	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
SunPower Corp.	San Jose	CA	●	●	●	●	●	●	●	●	●	●	●	●	75	75	
SunTrust Banks Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	329
Supervalu Inc.	Eden Prairie	MN	●	●	●	●	●	●	●	●	●	●	●	●	75	80	160
Symantec Corp.	Mountain View	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	400
Synchrony Financial	Stamford	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
SYNNEX Corp.	Fremont	CA	●	●	●	●	●	●	●	●	●	●	●	●	80	40	212
SYSCO Corp.	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	90	80	57
T. Rowe Price Associates Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●	●	●	●	100	100	573
Tailored Brands Inc.	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	95	80	648
Takeda Pharmaceuticals USA Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Targa Resources Corp.	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	387



Ratings and Criteria Breakdowns

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Target Corp.	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	38
TD Ameritrade	Omaha	NE	●	●	●	●	●	●	●	●	●	●	●	●	100	100	680
TD Bank, N.A.	Wilmington	DE	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
TD Securities (USA) LLC	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
TE Connectivity Inc.	Berwyn	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Tech Data Corp.	Clearwater	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	108
TEGNA Inc.	McLean	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	681
Telephone & Data Systems Inc.	Chicago	IL	☺												10	10	496
Tenet Healthcare Corp.	Dallas	TX	●	●		●	●	●			●	●	●		80	70	140
Tenneco Inc.	Lake Forest	IL	☺												10	20	334
Terex Corp.	Westport	CT	☺	☺		●	●								35	35	396
Tesla Inc.	Palo Alto	CA	●	●	●	●	●	●			●	●	●		100	100	588
Tesoro Corp.	San Antonio	TX	☺	☺		●	●								40	40	98
Teva Pharmaceutical USA Inc.	North Wales	PA	●	●	●	●	●	●			●	●	●		100	85	
Texas Instruments Inc.	Dallas	TX	●	●	●	●	●	●			●	●	●		100	100	219
Textron Inc.	Providence	RI	●		●	●	●				●	●	☺		55	55	209
Thermo Fisher Scientific Inc.	Waltham	MA	●	●	●	●	●	●			●	●	●		100	100	164
Thompson Coburn LLP	St. Louis	MO	●	●	●	●	●	●			●	●	●		100	100	
Thompson Hine LLP	Cleveland	OH	●	●	●	●	●	●			●	●	●		100	100	
Thomson Reuters	New York	NY	●	●	●	●	●	●			●	●	●		100	100	
Thrivent Financial	Minneapolis	MN	●	●	●	●	●	●			●	●	☺		85	85	318
TIAA	New York	NY	●	●	●	●	●	●			●	●	●		100	100	82
Tiffany & Co.	New York	NY	●	●	●	●	●	●			●	●	●		100	95	582
Time Warner Inc.	New York	NY	●	●	●	●	●	●			●	●	●		100	100	99
TJX Companies Inc., The	Framingham	MA	●	●	●	●	●	●			●	●	●		100	100	89
T-Mobile USA Inc.	Bellevue	WA	●	●	●	●	●	●			●	●	●		100	100	
Toyota Motor North America Inc.	Plano	TX	●	●	●	●	●	●			●	●	●		100	100	
Toys 'R' Us Inc.	Wayne	NJ	●	●	●	●	●	●			●	●	●		100	100	240
TPG Global LLC	Fort Worth	TX	●	●	●	●	●	●			●	●	●		100		
Tractor Supply Company	Brentwood	TN															415

Ratings and Criteria Breakdowns

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating				
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000			
Transamerica Corp., The	Cedar Rapids	IA	●	●	●	●	●	●	●	●		●	●			100	90	
TransUnion	Chicago	IL	●	●	●	●	●		●	●		●	●	●		85		
TravelCenters of America	Westlake	OH	●												10	10	438	
Travelers Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●		●	●			100	100	105
Travelpoort Ltd.	Parsippany	NJ	●	●		●	●			●		●	●	●		50	50	
Trinity Industries, Inc.	Dallas	TX															10	407
TripAdvisor Inc.	Needham	MA	●	●	●	●	●	●		●		●	●			90	20	
Tropicana Las Vegas, The	Las Vegas	NV	●	●	●	●	●		●	●		●	●	●		85	85	
Troutman Sanders LLP	Atlanta	GA	●	●	●	●	●	●	●	●		●	●			100	100	
True Value Co.	Chicago	IL	●	●	●	●	●	●	●	●		●	●	●		95	95	
Truven Health Analytics Inc.	Ann Arbor	MI	●	●	●	●	●	●		●		●	●	●		80	80	
Tufts Health Plan	Watertown	MA	●	●	●	●	●	●	●	●		●	●			100	100	
Turner Construction Co.	New York	NY	●	●	●	●	●	●	●	●		●	●			100	100	
Twenty-First Century Fox	New York	NY															10	96
Twitter Inc.	San Francisco	CA	●	●	●	●	●	●	●	●		●	●			100	100	
Tyson Foods Inc.	Springdale	AR	●	●	●	●	●	●	●	●		●	●			100	100	66
U.S. Bancorp	Minneapolis	MN	●	●	●	●	●	●	●	●		●	●			100	100	131
Uber Technologies Inc.	San Francisco	CA	●	●	●	●	●	●	●	●		●	●			100	100	
UBM plc	New York	NY	●	●	●	●	●	●	●	●		●	●			100	45	
UBS AG	New York	NY	●	●	●	●	●	●	●	●		●	●			100	100	
UGI Corp.	King of Prussia	PA	●	●											20	20	364	
Ultimate Software Group Inc., The	Weston	FL	●	●	●	●	●	●	●	●		●	●			100	100	
Under Armour Inc.	Baltimore	MD	●	●	●	●	●	●	●	●		●	●			100	95	597
Unilever	Englewood Cliffs	NJ	●	●	●	●	●	●	●	●		●	●			100	100	
Union Bank	New York	NY	●	●	●	●	●	●	●	●		●	●			100	100	
Union Pacific Corp.	Omaha	NE	●	●	●	●	●	●	●	●		●	●	●		95	85	129
Unisys Corp.	Blue Bell	PA	●	●						●					30	30	725	
United Airlines	Chicago	IL	●	●	●	●	●	●	●	●		●	●			100	100	80
United Natural Foods Inc.	Providence	RI	●												10	10	336	
United Parcel Service Inc.	Atlanta	GA	●	●	●	●	●	●	●	●		●	●			100	100	48

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
United Rentals Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●	●	●	●	45	20	440
United Services Automobile Association	San Antonio	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	114
United States Steel Corp.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	10	10	244
United Technologies Corp.	Farmington	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	45
UnitedHealth Group Inc.	Minnetonka	MN	●	●	●	●	●	●	●	●	●	●	●	●	95	95	6
Univar	Downers Grove	IL	●	●	●	●	●	●	●	●	●	●	●	●	20		315
Universal Health Services	King of Prussia	PA	●	●	●	●	●	●	●	●	●	●	●	●	10	10	298
University of Phoenix	Tempe	AZ	●	●	●	●	●	●	●	●	●	●	●	●	100		
Univision Communications Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	30	
Unum Group	Chattanooga	TN	●	●	●	●	●	●	●	●	●	●	●	●	100	80	265
Urban Outfitters Inc.	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	85	85	657
US Foods Inc.	Rosemont	IL	●	●	●	●	●	●	●	●	●	●	●	●	75	75	122
USG Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	65	65	616
Valero Energy Corp.	San Antonio	TX	●	●	●	●	●	●	●	●	●	●	●	●	20	20	32
Vanguard Group Inc.	Malvern	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Veritas Technologies LLC	Mountain View	CA	●	●	●	●	●	●	●	●	●	●	●	●	90	85	
Veritiv	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	20		323
Verizon Communications Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	13
VF Corp.	Greensboro	NC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	231
Viacom Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	213
Vinson & Elkins LLP	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Virgin America	Burlingame	CA	●	●	●	●	●	●	●	●	●	●	●	●	95	95	
Visa	Foster City	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	204
Visteon Corp.	Van Buren Township	MI	●	●	●	●	●	●	●	●	●	●	●	●	95	95	470
VMware Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
Volkswagen Group of America Inc.	Herndon	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Vorys, Sater, Seymour and Pease LLP	Columbus	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
Vox Media Inc.	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	95	95	
Voya Financial	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	252
W.R. Berkley	Greenwich	CT	●	●	●	●	●	●	●	●	●	●	●	●	10	20	388

Ratings and Criteria Breakdowns

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
W.W. Grainger Inc.	Lake Forest	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	285
Wachtell, Lipton, Rosen & Katz	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Waddell & Reed Financial Inc.	Overland Park	KS	●	●	●	●	●	●	●	●	●	●	●	●	80	80	
Walgreen Co.	Deerfield	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	19
Wal-Mart Stores Inc.	Bentonville	AR	●	●	●	●	●	●	●	●	●	●	●	●	-	100	1
Walt Disney Co., The	Burbank	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	53
Warby Parker	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	95		
Washington Permanente Medical Group	Renton	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
Waste Management Inc.	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	80	90	221
Wawa Inc.	Wawa	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
WEC Energy Group	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	55	75	437
WeddingWire Inc.	Chevy Chase	MD	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Weil, Gotshal & Manges LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Wellmark Inc.	Des Moines	IA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Wells Fargo & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	27
Wendy's Co., The	Dublin	OH	●	●	●	●	●	●	●	●	●	●	●	●	80	70	999
WESCO International Inc.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	60	55	357
West Corp.	Omaha	NE	●	●	●	●	●	●	●	●	●	●	●	●	100		869
Western & Southern Financial Group	Cincinnati	OH															479
Western Digital Corp.	Irvine	CA	●	●											20	20	194
Western Refining Inc.	El Paso	TX														10	299
Western Union Co., The	Englewood	CO	●	●	●	●	●	●	●	●	●	●	●	●	75	20	468
WestRock	Norcross	GA	●	●	●	●	●	●	●	●	●	●	●	●	70	70	251
Weyerhaeuser Co.	Federal Way	WA	●	●	●	●	●	●	●	●	●	●	●	●	95	95	373
Whirlpool Corp.	Benton Harbor	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	134
White & Case LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Whole Foods Market Inc.	Austin	TX	●	●	●	●	●	●	●	●	●	●	●	●	75	85	181
Wiley Rein LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Williams Companies Inc.	Tulsa	OK	●	●	●	●	●	●	●	●	●	●	●	●	80	80	364

\* During the CEI survey cycle, two Equal Employment Opportunity Commission determinations were made public in the cases of Jessica Robison (EEOC Charge Number 511-2015-01402) and Charlene Bost (EEOC Charge Number 430- 2014-01900). These determinations pointed to significant enforcement gaps in Wal-Mart's non-discrimination policy, specifically with regards to sex and gender identity. Pending remedial steps by the company, the CEI rating is suspended.

**CEI Rating Criteria**

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating			
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000			
Williams Mullen PC	Richmond	VA	●	●	●	●	●	●	●	●		●	●			100	95	
Williams-Sonoma Inc.	San Francisco	CA	●	●	●	●	●		●	●		●	●			90	90	512
Willis Towers Watson	Arlington	VA	●	●	●	●	●	●	●	●		●	●			100	100	626
Willkie Farr & Gallagher LLP	New York	NY	●	●	●	●	●	●	●	●		●	●			95	95	
Wilmer Cutler Pickering Hale & Dorr LLP	Washington	DC	●	●	●	●	●	●	●	●		●	●			100	100	
Wilson Sonsini Goodrich & Rosati PC	Palo Alto	CA	●	●	●	●	●		●	●		●	●			85	85	
Windstream Corp.	Little Rock	AR	●	●												20	20	443
Winn-Dixie Stores Inc.	Jacksonville	FL	●			●	●			●						45	45	
Winston & Strawn LLP	Chicago	IL	●	●	●	●	●	●	●	●		●	●			100	100	
Womble Carlyle Sandridge & Rice LLP	Winston-Salem	NC	●	●	●	●	●	●	●	●		●	●			100	100	
Workday Inc.	Pleasanton	CA	●	●	●	●	●	●	●	●		●	●			100		
World Fuel Services	Miami	FL	●	●												20	20	50
WPP Group USA	New York	NY	●	●	●	●	●		●	●		●	●			85	85	
Wyndham Worldwide Corp.	Parsippany	NJ	●	●	●	●	●	●	●	●		●	●			100	100	466
Wynn Resorts Ltd.	Las Vegas	NV	●	●	●	●	●	●	●	●		●	●			100	100	585
Xcel Energy Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●		●	●			100	100	257
Xerox Corp.	Norwalk	CT	●	●	●	●	●	●	●	●		●	●			100	100	150
Xylem Inc.	Rye Brook	NY	●	●	●	●	●			●		●	●			65	65	622
Yelp Inc.	San Francisco	CA	●	●	●	●	●	●	●	●		●	●			100	100	
Young's Market Co.	Tustin	CA	●	●	●	●	●		●	●		●	●			85	85	
YRC Worldwide Inc.	Overland Park	KS	●		●							●				20	20	521
Yum! Brands Inc.	Louisville	KY	●	●	●	●	●			●		●	●			80	80	218
Zenith Media Services Inc.	New York	NY	●	●	●	●	●	●	●	●		●	●			100	100	
Zimmer Holdings Inc.	Warsaw	IN	●	●												20		431
Zurich North America	Schaumburg	IL	●	●	●	●	●			●		●	●			75	75	

## Appendix C

### Ratings by Industry, Descending Score

#### Corporate Equality Index Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations **(15 points)**
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations **(15 points)**
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity **(5 points)**
- 2a** Offers Equivalent Spousal and Partner Medical Benefits **(10 points)**
- 2b** Parity Across Spousal and Partner “Soft” Benefits **(10 points)**  
**(half credit for parity across some, but not all benefits)**
- 2c** Offers Transgender-Inclusive Health Insurance Coverage **(10 points)**
- 3a** Firm-wide Organizational Competency Programs **(10 points)**
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council **(10 points)**  
Would Support ERG if Employees Express Interest **(half credit)**
- 4** Positively Engages the External LGBTQ Community **(15 points)**  
**(partial credit of 10 points given for less than 3 efforts)** Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people **(5 points)**

#### Ratings in Gray

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

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			1a 15 points	1b 15 points	1c 5 points	2a 10 points	2b 10 points	2c 10 points	3a 10 points	3b 10 points	4 15 points	5 -25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
<b>ADVERTISING AND MARKETING</b>																	
Alliance Data Systems Corp.	Plano	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	80	404
Daniel J. Edelman Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
DigitasLBi	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Fleishman-Hillard Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	75	
Interpublic Group of Companies Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	355
Leo Burnett Company Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Mediavest   Spark	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
MSLGROUP Americas	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Ogilvy Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Omnicom Group	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	186
Optimedia International US Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Publicis Healthcare Communications	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Publicis Media	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100		
Re:Sources USA Inc.	Long Island City	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Saatchi & Saatchi North America Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Starcom	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Zenith Media Services Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Publicis Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	95	95	
WPP Group USA	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
Quantcast Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	80	75	
Rosetta LLC	Hamilton	NJ	●	●	●	●	●	●	●	●	●	●	●	●	75	75	
Emmis Communications Corporation	Indianapolis	IN				●	●	●	●	●	●	●	●	●	40	60	
<b>AEROSPACE AND DEFENSE</b>																	
BAE Systems Inc.	Arlington	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Boeing Co.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	24
Harris Corp.	Melbourne	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	505
Huntington Ingalls Industries	Newport News	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	85	378
Leidos Holdings	Reston	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	20	504
Lockheed Martin Corp.	Bethesda	MD	●	●	●	●	●	●	●	●	●	●	●	●	100	100	60
Northrop Grumman Corp.	Falls Church	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	118

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Raytheon Co.	Waltham	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	120
Rockwell Collins Inc.	Cedar Rapids	IA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	490
Rolls-Royce North America (USA) Holdings Co.	Reston	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
General Dynamics Corp.	Falls Church	VA	●	●	●	●	●	●	●	●	●	●	●	●	90	90	88
Spirit AeroSystems Inc.	Wichita	KS	●	●	●	●	●	●	●	●	●	●	●	●	85	0	389
Honeywell International Inc.	Morris Township	NJ	●	●	●	●	●	●	●	●	●	●	●	●	75	75	75
Textron Inc.	Providence	RI	●	●	●	●	●	●	●	●	●	●	●	●	55	55	209
L-3 Communications Holdings	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	40	40	215
Precision Castparts Corp.	Portland	OR	●	●	●	●	●	●	●	●	●	●	●	●	20	20	252
Orbital ATK, Inc.	Dulles	VA	●	●	●	●	●	●	●	●	●	●	●	●	15	35	560
<b>AIRLINES</b>																	
Alaska Airlines	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	459
American Airlines	Fort Worth	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	67
Delta Air Lines Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	68
JetBlue Airways Corp.	Long Island City	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	405
Southwest Airlines Co.	Dallas	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	142
United Airlines	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	80
Virgin America	Burlingame	CA	●	●	●	●	●	●	●	●	●	●	●	●	95	95	
SkyWest Airlines Inc.	St. George	UT	●	●	●	●	●	●	●	●	●	●	●	●	90	90	
Hawaiian Airlines Inc.	Honolulu	HI	●	●	●	●	●	●	●	●	●	●	●	●	85	65	884
<b>APPAREL, FASHION, TEXTILES, DEPT. STORES</b>																	
Adidas North America Inc.	Portland	OR	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
American Apparel LLC	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Levi Strauss & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	547
Macy's Inc.	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	103
Nike Inc.	Beaverton	OR	●	●	●	●	●	●	●	●	●	●	●	●	100	100	91
PVH Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	85	340
Under Armour Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●	●	●	●	100	95	597
VF Corp.	Greensboro	NC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	231
Warby Parker	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	95		
DSW	Columbus	OH	●	●	●	●	●	●	●	●	●	●	●	●	90	90	812



Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Hanesbrands Inc.	Winston-Salem	NC	●	●	●	●	●	●	●	●	●	●	●	●	90	90	448
Ralph Lauren Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	90	90	354
Aéropostale Inc.	Lyndhurst	NJ	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
Urban Outfitters Inc.	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	85	85	657
Kenneth Cole Productions Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	80	80	
Fossil Inc.	Richardson	TX	●	●	●	●	●	●	●	●	●	●	●	●	75	75	683
L.L. Bean Inc.	Freeport	ME	●	●	●	●	●	●	●	●	●	●	●	●	60	60	
<b>AUTOMOTIVE</b>																	
FCA US LLC	Auburn Hills	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Ford Motor Co.	Dearborn	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	9
General Motors Co.	Detroit	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	8
Hyundai Motor America	Fountain Valley	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Lear Corp.	Southfield	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	154
Nissan North America Inc.	Franklin	TN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Subaru of America Inc.	Cherry Hill	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Tesla Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	588
Toyota Motor North America Inc.	Plano	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Volkswagen Group of America Inc.	Herndon	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Visteon Corp.	Van Buren Township	MI	●	●	●	●	●	●	●	●	●	●	●	●	95	95	470
Daimler Trucks North America LLC	Portland	OR	●	●	●	●	●	●	●	●	●	●	●	●	90		
Goodyear Tire & Rubber Co.	Akron	OH	●	●	●	●	●	●	●	●	●	●	●	●	90	80	169
Robert Bosch Corp.	Broadview	IL	●	●	●	●	●	●	●	●	●	●	●	●	90		
Honda North America Inc.	Marysville	OH	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
Bridgestone Americas Holding Inc.	Nashville	TN	●	●	●	●	●	●	●	●	●	●	●	●	65	80	
Group 1 Automotive	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	35	35	267
BorgWarner Inc.	Auburn Hills	MI	●	●	●	●	●	●	●	●	●	●	●	●	30	40	339
Dana Holding Corp.	Maumee	OH	●	●	●	●	●	●	●	●	●	●	●	●	30	30	428
Navistar International Corp.	Lisle	IL	●	●	●	●	●	●	●	●	●	●	●	●	30	30	281
Cooper Tire & Rubber Co.	Findlay	OH	●	●	●	●	●	●	●	●	●	●	●	●	20	20	739
Paccar Inc.	Bellevue	WA	●	●	●	●	●	●	●	●	●	●	●	●	20	20	147
Autoliv Inc.	Auburn Hills	MI	●	●	●	●	●	●	●	●	●	●	●	●	10	20	319

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating			
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000			
AutoNation Inc.	Fort Lauderdale	FL	☾													10	10	136
Penske Automotive Group Inc.	Bloomfield Hills	MI	☾													10		143
Tenneco Inc.	Lake Forest	IL	☾													10	20	334
Asbury Automotive Group	Duluth	GA															10	303
Lithia Motors, Inc.	Medford	OR																346
LKQ Corp.	Chicago	IL																369
Sonic Automotive Inc.	Charlotte	NC																397
<b>BANKING AND FINANCIAL SERVICES</b>																		
AllianceBernstein LP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Ally Financial Inc.	Detroit	MI	●	●	●	●	●	●	●	●	●	●	●	●		100	100	298
American Express Co.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●		100	100	85
Ameriprise Financial Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●		100	100	232
Bank of New York Mellon Corp., The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●		100	100	179
Barclays	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
BB&T Corp.	Winston-Salem	NC	●	●	●	●	●	●	●	●	●	●	●	●		100	100	273
BlackRock	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●		100	100	250
Bloomberg LP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
BMO Bankcorp Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●		100	90	
BNP Paribas	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Broadridge Financial Solutions Inc.	Lake Success	NY	●	●	●	●	●	●	●	●	●	●	●	●		100	100	792
Capital Group Companies Inc., The	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●		100		
Capital One Financial Corp.	McLean	VA	●	●	●	●	●	●	●	●	●	●	●	●		100	100	112
Carlyle Group LP, The	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●		100		730
Charles Schwab & Co. Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●		100	100	401
Citigroup Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●		100	100	29
Comerica Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●	●	●	●		100	100	765
Compass Bancshares Inc. (BBVA Compass)	Birmingham	AL	●	●	●	●	●	●	●	●	●	●	●	●		100	90	
Credit Suisse USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Depository Trust & Clearing Corp., The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Deutsche Bank	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●		100	100	
Discover Financial Services	Riverwoods	IL	●	●	●	●	●	●	●	●	●	●	●	●		100	100	283

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	15 points	15 points	25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000
Eastern Bank Corp.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Edward Jones	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	382
Federal Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	43
Federal National Mortgage Association (Fannie Mae)	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	16
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 Richmond	Richmond	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Federal Reserve Bank of San Francisco	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	80	
Federal Reserve Bank of St Louis	Saint Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Fidelity National Information Services Inc.	Jacksonville	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	90	392
Fifth Third Bancorp	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	376
Financial Industry Regulatory Authority Inc.	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
First American Financial Corp.	Santa Ana	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	90	497
First Data Corp.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	249
Franklin Resources Inc.	San Mateo	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	344
Goldman Sachs Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	74
HSBC USA	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Huntington Bancshares Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	698
JPMorgan Chase & Co.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	23
KeyBank	Cleveland	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	540
KKR & Co. LP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	347
LPL Financial Holdings Inc.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	568
MasterCard Inc.	Purchase	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	294
Moody's Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	652
Morgan Stanley	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	78
Morningstar Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
Navient	Wilmington	DE	●	●	●	●	●	●	●	●	●	●	●	●	100	90	494
Northern Trust Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	520
OppenheimerFunds Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	15 points	5 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000	
Pacific Investment Management Co. LLC	Newport Beach	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
PNC Financial Services Group Inc., The	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	171
Prudential Financial Inc.	Newark	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	50
RBC Capital Markets LLC	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
RBC Wealth Management	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Robert W. Baird & Co. Incorporated	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
Rockland Trust Co.	Rockland	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
S&P Global Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	481
Societe Generale Financial Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100		
State Street Corp.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	264
SunTrust Banks Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	329
Synchrony Financial	Stamford	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
T. Rowe Price Associates Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●	●	●	●	100	100	573
TD Ameritrade	Omaha	NE	●	●	●	●	●	●	●	●	●	●	●	●	100	100	680
TD Bank, N.A.	Wilmington	DE	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
TD Securities (USA) LLC	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
TIAA	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	82
TPG Global LLC	Fort Worth	TX	●	●	●	●	●	●	●	●	●	●	●	●	100		
U.S. Bancorp	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	131
UBS AG	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Union Bank	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
United Services Automobile Association	San Antonio	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	114
Vanguard Group Inc.	Malvern	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Visa	Foster City	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	204
Wells Fargo & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	27
CME Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	95	95	671
FMR Corp.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	95		
Legg Mason Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●	●	●	●	95	95	768
M&T Bank Corp.	Buffalo	NY	●	●	●	●	●	●	●	●	●	●	●	●	95	95	510
MB Financial Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	95		
Regions Financial Corp.	Birmingham	AL	●	●	●	●	●	●	●	●	●	●	●	●	95	85	453

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			1a 15 points	1b 15 points	1c 5 points	2a 10 points	2b 10 points	2c 10 points	3a 10 points	3b 10 points	4 15 points	5 -25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Bank of the West	San Francisco	CA	●	●	●	●	●	●			●	●			90	85	
Brown Brothers Harriman & Co.	New York	NY	●	●	●	●	●				●	●	●		90	90	
Federal Reserve Bank of New York	New York	NY	●	●	●	●	●	●				●	●		90	90	
Federal Reserve Bank of Philadelphia	Philadelphia	PA	●	●	●	●	●	●				●	●		90	70	
Mesirow Financial Holdings Inc.	Chicago	IL	●	●	●	●	●	●			●	●	●		90	80	
Canadian Imperial Bank of Commerce	New York	NY	●	●	●	●	●	●			●	●	●		85	85	
First Horizon National Corp.	Memphis	TN	●	●	●	●	●	●			●	●	●		85	85	
Macquarie Group Ltd.	New York	NY	●	●	●	●	●	●				●	●		85		
NASDAQ Inc.	New York	NY	●	●	●	●	●	●			●	●	●		85	75	663
Raymond James Financial Inc.	St. Petersburg	FL	●	●	●	●	●	●			●	●	●		85	85	482
TransUnion	Chicago	IL	●	●	●	●	●	●			●	●	●		85		
E*TRADE Financial Corp.	New York	NY	●	●	●	●	●	●			●	●	●		80	80	
H&R Block Inc.	Kansas City	MO	●	●	●	●	●	●	●		●	●	●		80	70	712
RBS Securities Inc.	Stamford	CT	●	●	●	●	●	●			●	●	●		80	85	
Waddell & Reed Financial Inc.	Overland Park	KS	●	●	●	●	●	●	●		●	●	●		80	80	
Bank of America Corp.	Charlotte	NC	●	●	●	●	●	●	●		●	●	●	●	75	75	26
Invesco Ltd.	Atlanta	GA	●	●	●	●	●	●	●		●	●	●		75	75	
Loews Corp.	New York	NY	●	●	●	●	●	●				●	●		75	75	210
Western Union Co., The	Englewood	CO	●	●	●	●	●	●			●	●	●		75	20	468
CoreLogic	Santa Ana	CA	●	●	●	●	●	●			●	●	●		70	70	
Aberdeen Asset Management Inc.	Philadelphia	PA	●	●	●	●	●	●				●			65		
NYSE Euronext Inc.	New York	NY	●		●	●	●	●				●			45	55	
SLM Corp. (Sallie Mae)	Newark	DE	●	●		●	●	●				●			45	35	
Chamberlin Edmonds & Associates Inc.	Atlanta	GA	●	●		●	●	●				●			40	30	
CIT Group Inc.	New York	NY	●	●											20	10	603
Fidelity National Financial Corp.	Jacksonville	FL	●	●											20	20	311
Fiserv Inc.	Brookfield	WI	●	●											20	10	402
HRG Group	New York	NY	●												10	10	441
INTL FCSStone Inc.	New York	NY	●												10	10	83
A-Mark Precious Metals	Santa Monica	CA													0	0	436
Leucadia National Corporation	New York	NY													0	0	242

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating					
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
Citizens Financial Group	Providence	RI															100	100	456
<b>CHEMICALS AND BIOTECHNOLOGY</b>																			
BASF Corp.	Florham Park	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Dow Chemical Co., The	Midland	MI	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	56
Ecolab Inc.	St. Paul	MN	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	206
Genentech Inc.	South San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Monsanto Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	189
PPG Industries Inc.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	75	182
Praxair Inc.	Danbury	CT	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	262
Thermo Fisher Scientific Inc.	Waltham	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	164
Lubrizol Corp.	Wickliffe	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	●	95	85	
Celanese Corp.	Irving	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	●	90	90	453
Agilent Technologies Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	85	95	589
Huntsman Corp.	The Woodlands	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	●	70	55	277
Ashland Inc.	Covington	KY	●	●	●	●	●	●	●	●	●	●	●	●	●	●	65	65	472
Avery Dennison	Glendale	CA	●	●													20	10	435
Quintiles Transnational	Durham	NC	●	●													20	20	447
Sherwin-Williams Co., The	Cleveland	OH	●	●													20	20	253
Univar	Downers Grove	IL	●	●													20		315
<b>COLLEGES AND UNIVERSITIES</b>																			
University of Phoenix	Tempe	AZ	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100		
<b>COMPUTER AND DATA SERVICES</b>																			
ADP	Roseland	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	248
Citrix Systems Inc.	Fort Lauderdale	FL	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	676
Dell Inc.	Round Rock	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Dropbox Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
EMC Corp.	Hopkinton	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	113
FactSet Research Systems Inc.	Norwalk	CT	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Hewlett Packard Enterprise Co.	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
HP Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	20
LENOVO (UNITED STATES) INC.	Morrisville	NC	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			1a 15 points	1b 15 points	1c 5 points	2a 10 points	2b 10 points	2c 10 points	3a 10 points	3b 10 points	4 15 points	5 -25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Rackspace	San Antonio	TX	●	●	●	●	●	●	●	●	●	●	●	●	100		970
Tech Data Corp.	Clearwater	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	108
Ultimate Software Group Inc., The	Weston	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
LexisNexis Group	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	95	85	
New Relic Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	95		
Arrow Electronics	Centennial	CO	●	●	●	●	●	●	●	●	●	●	●	●	80	85	119
SRA International Inc.	Fairfax	VA	●	●	●	●	●	●	●	●	●	●	●	●	80	80	
Computer Sciences Corp. (CSC)	Falls Church	VA	●	●	●	●	●	●	●	●	●	●	●	●	75	80	233
Hortonworks Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●	●	●	65	65	
Unisys Corp.	Blue Bell	PA	●	●								●			30	30	725
Cognizant Technology Solutions Corp.	Teaneck	NJ	●	●											20	20	230
<b>COMPUTER HARDWARE AND OFFICE EQUIPMENT</b>																	
Apple Inc.	Cupertino	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	3
CDW Corp.	Lincolnshire	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	90	220
Lexmark International Inc.	Lexington	KY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	638
Xerox Corp.	Norwalk	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	150
NetApp Inc.	Sunnyvale	CA	●	●	●	●	●	●	●	●	●	●	●	●	95	95	422
Ingram Micro	Irvine	CA	●	●	●	●	●	●	●	●	●	●	●	●	85	70	64
Avnet Inc.	Phoenix	AZ	●	●	●	●	●	●	●	●	●	●	●	●	80	80	102
SYNNEX Corp.	Fremont	CA	●	●	●	●	●	●	●	●	●	●	●	●	80	40	212
Insight Enterprises Inc.	Tempe	AZ	●	●	●	●	●	●	●	●	●	●	●	●	75	65	474
Acer America Corp.	San Jose	CA	●				●	●							25	25	
Seagate Technology LLC	Scotts Valley	CA					●	●			●				25	45	
Western Digital Corp.	Irvine	CA	●	●											20	20	194
Essendant Inc.	Deerfield	IL	●												10	10	477
Software House International	Somerset	NJ	●												10	10	
<b>COMPUTER SOFTWARE</b>																	
Adobe Systems Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	524
Autodesk Inc.	San Rafael	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	842
CA Technologies Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	563
Cloudera Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●	●	●	100		

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			1a 15 points	1b 15 points	1c 5 points	2a 10 points	2b 10 points	2c 10 points	3a 10 points	3b 10 points	4 15 points	5 -25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Electronic Arts Inc.	Redwood City	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	543
Intuit Inc.	Mountain View	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	552
Lyft Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100		
Medallia Inc.	San Mateo	CA	●	●	●	●	●	●	●	●	●	●	●	●	100		
Microsoft Corp.	Redmond	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	25
NCR Corp.	Duluth	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	409
Oracle Corp.	Redwood City	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	77
Salesforce	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	386
SAP America Inc.	Newtown Square	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Symantec Corp.	Mountain View	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	400
Uber Technologies Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
VMware Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●	●	●	100		95
Workday Inc.	Pleasanton	CA	●	●	●	●	●	●	●	●	●	●	●	●	100		
Instacart Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	95		95
Veritas Technologies LLC	Mountain View	CA	●	●	●	●	●	●	●	●	●	●	●	●	90		85
Box Inc.	Redwood City	CA	●	●	●	●	●	●	●	●	●	●	●	●	80		
Nuance Communications	Burlington	MA	●	●	●	●	●	●	●	●	●	●	●	●	80		984
Avaya Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●	●	●	70	70	584
BMC Software Inc.	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	70		80
Pitney Bowes Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●	●	●	●	70	70	634
Software AG USA Inc.	Reston	VA	●	●	●	●	●	●	●	●	●	●	●	●	60		60
Allscripts-Misys Healthcare Solutions Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	40		30
<b>CONSULTING AND BUSINESS SERVICES</b>																	
A.T. Kearney Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Accenture	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Advisory Board Co., The	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
AlixPartners LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100		
Aon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Bain & Co. Inc./ Bridgespan Group	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Booz Allen Hamilton Inc.	McLean	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	487
Boston Consulting Group	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	



Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Capital Markets Company NV, The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Convergys Corp.	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	744
Deloitte LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Dun & Bradstreet Corp., The	Short Hills	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Ernst & Young LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Gartner Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Grant Thornton LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Huron Consulting Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
IBM Corp.	Armonk	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	31
Iron Mountain Inc.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100		729
Kelly Services Inc.	Troy	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	95	467
KPMG LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
ManpowerGroup	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	144
Marsh & McLennan Companies Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	222
McKinsey & Co. Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Navigant Consulting Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Nielsen	New York City	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
PricewaterhouseCoopers LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Robert Half	Menlo Park	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	503
Sapient Consulting Corp.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
SapientRazorfish	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100		
Slalom	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Thomson Reuters	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Willis Towers Watson	Arlington	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	626
Capgemini US LLC	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	90	90	
IHS Markit Ltd.	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	90	90	
Adecco North America LLC	Jacksonville	FL	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
Science Applications International Corp.	Reston	VA	●	●	●	●	●	●	●	●	●	●	●	●	85		565
Truven Health Analytics Inc.	Ann Arbor	MI	●	●	●	●	●	●	●	●	●	●	●	●	80	80	
Infosys Limited Inc.	Plano	TX	●	●	●	●	●	●	●	●	●	●	●	●	70	70	
Pariveda Solutions Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●	●	●	●	70		

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
<b>EDUCATION AND CHILD CARE</b>																	
Bright Horizons Family Solutions LLC	Watertown	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Pearson Inc.	Hoboken	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
<b>ENERGY AND UTILITIES</b>																	
Alliant Energy Corp.	Madison	WI	●	●	●	●	●	●	●	●	●	●	●	●	100	90	679
Ameren Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	425
American Electric Power Co. Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	165
Consumers Energy	Jackson	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	95	403
Duke Energy Corp.	Charlotte	NC	●	●	●	●	●	●	●	●	●	●	●	●	100	90	115
Entergy Corp.	New Orleans	LA	●	●	●	●	●	●	●	●	●	●	●	●	100	85	247
Exelon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	95
National Grid USA	Waltham	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
NiSource Inc.	Merrillville	IN	●	●	●	●	●	●	●	●	●	●	●	●	100	75	483
PG&E Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	166
Portland General Electric Co.	Portland	OR	●	●	●	●	●	●	●	●	●	●	●	●	100	100	997
PPL Corp.	Allentown	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	350
Public Service Enterprise Group	Newark	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	90	272
Sempra Energy	San Diego	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	279
Southern California Edison Co.	Rosemead	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Southern Co.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	162
Xcel Energy Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	257
Consolidated Edison Co.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	95	95	229
Pinnacle West Capital	Phoenix	AZ	●	●	●	●	●	●	●	●	●	●	●	●	90	90	650
DTE Energy Co.	Detroit	MI	●	●	●	●	●	●	●	●	●	●	●	●	85	80	274
Constellation Energy Group Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●	●	●	●	80	80	
Dominion Resources Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●	●	●	●	75	70	243
SunPower Corp.	San Jose	CA	●	●	●	●	●	●	●	●	●	●	●	●	75	75	
NextEra Energy Inc.	Juno Beach	FL	●	●	●	●	●	●	●	●	●	●	●	●	70	70	163
PNM Resources Inc.	Albuquerque	NM	●	●	●	●	●	●	●	●	●	●	●	●	70	65	
Laclede Group Inc., The	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	65	80	
NRG Energy Inc.	Princeton	NJ	●	●	●	●	●	●	●	●	●	●	●	●	65	70	193

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
WEC Energy Group	Milwaukee	WI	●	●	●		●				●				55	75	437
AES Corp., The	Arlington	VA			●	●	●				●	●			40	0	190
Eversource Energy	Springfield	MA	●	●			●				●				35	35	343
Calpine Corp.	Houston	TX	●			●	●				●				30	30	402
Energy Future Holdings Corp.	Dallas	TX	●	●											20	20	475
Energy Transfer Equity L.P.	Dallas	TX	●	●											20	20	63
UGI Corp.	King of Prussia	PA	●	●											20	20	384
Severn Trent Services Inc.	Fort Washington	PA				●	●								15	35	
CenterPoint Energy Inc.	Houston	TX	●												10	20	363
FirstEnergy Corp.	Akron	OH	●												10	20	188
Global Partners	Waltham	MA	●												10	10	276
Edison International	Rosemead	CA														20	246
Targa Resources Corp.	Houston	TX															367
<b>ENGINEERING AND CONSTRUCTION</b>																	
AECOM	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	85	156
Turner Construction Co.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Arup USA Inc	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	90	90	
CH2M HILL Companies Ltd.	Englewood	CO	●	●	●	●	●	●	●	●	●	●	●	●	90	85	478
Black & Veatch Holding Inc.	Overland Park	KS	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
Fluor Corp.	Irving	TX	●	●	●	●	●	●	●	●	●	●	●	●	80	85	155
United Rentals Inc.	Stamford	CT		●		●	●	●	●	●	●	●	●	●	45	20	440
Jacobs Engineering Group Inc.	Pasadena	CA	●	●		●	●								35	35	235
KB Home	Los Angeles	CA	●	●		●	●								35	35	719
Perkins + Will Inc.	Chicago	IL	●			●	●				●				35	35	
EMCOR Group Inc.	Norwalk	CT	●	●											20	10	381
Lennar Corp.	Miami	FL	●	●											20	20	301
Peter Kiewit Sons' Inc.	Omaha	NE	●	●											20	20	314
Ryland Group Inc., The	Calabasas	CA	●				●								15	15	
DR Horton Inc.	Fort Worth	TX		●											10	20	260
PulteGroup Inc.	Atlanta	GA	●												10	10	433
Quanta Services	Houston	TX	●												10	10	362

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
<b>ENTERTAINMENT AND ELECTRONIC MEDIA</b>																	
AMC Entertainment Inc.	Leewood	KS	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
CBS Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	203
Comcast NBCUniversal	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	37
Live Nation Inc.	Beverly Hills	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	75	366
Netflix Inc.	Los Gatos	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	379
Pandora Media Inc.	Oakland	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
SIRIUS XM Radio Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Sony Corporation of America	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Sony Pictures Entertainment Inc.	Culver City	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
TEGNA Inc.	McLean	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	681
Time Warner Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	99
Univision Communications Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	30	
Viacom Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	213
Walt Disney Co., The	Burbank	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	53
iHeartMedia Inc.	San Antonio	TX	●	●	●	●	●	●	●	●	●	●	●	●	95	95	414
Vox Media Inc.	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	95	95	
Cox Enterprises Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	90	90	
Regal Entertainment Group	Knoxville	TN	●	●	●	●	●	●	●	●	●	●	●	●	85	85	705
Sony Computer Entertainment America LLC	Foster City	CA	●	●	●	●	●	●	●	●	●	●	●	●	80	80	
Corbis Corp.	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	35	35	
Discovery Communications Inc.	Silver Spring	MD	●	●	●	●	●	●	●	●	●	●	●	●	20	20	406
Twenty-First Century Fox	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	0	10	98
<b>FOOD, BEVERAGES AND GROCERIES</b>																	
Ahold USA Inc.	Quincy	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
Anheuser-Busch Companies Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Aramark Corp.	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	199
Barilla America Inc.	Northbrook	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Ben & Jerry's Homemade Inc.	South Burlington	VT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Brown-Forman Corp.	Louisville	KY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	702
Campbell Soup Co.	Camden	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	337

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	15 points	15 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000	
Cargill Inc.	Wayzata	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Coca-Cola Co., The	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	62
ConAgra Brands Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	176
Constellation Brands Inc.	Victor	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	80	429
Darden Restaurants Inc.	Orlando	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	371
Delhaize America Inc.	Salisbury	NC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Diageo North America	Norwalk	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
E&J Gallo Winery	Modesto	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
General Mills Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	161
Hain Celestial Group Inc., The	Lake Success	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	90	795
Hershey Co., The	Hershey	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	362
Hormel Foods Corp.	Austin	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	304
Kellogg Co.	Battle Creek	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	207
Land O'Lakes Inc.	Arden Hills	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	215
McDonald's Corp.	Oak Brook	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	109
MillerCoors LLC	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Mondelez International Inc.	East Hanover	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	94
PepsiCo Inc.	Purchase	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	44
Pernod Ricard USA LLC	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Sodexo Inc.	Gaithersburg	MD	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Tyson Foods Inc.	Springdale	AR	●	●	●	●	●	●	●	●	●	●	●	●	100	100	66
Wawa Inc.	Wawa	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Burger King Corp.	Miami	FL	●	●	●	●	●	●	●	●	●	●	●	●	95	85	
Keurig Green Mountain	Waterbury	VT	●	●	●	●	●	●	●	●	●	●	●	●	95	95	542
Kroger Co., The	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●	95	95	17
Nestlé USA Inc.	Glendale	CA	●	●	●	●	●	●	●	●	●	●	●	●	95	90	
Bob Evans Farms Inc.	New Albany	OH	●	●	●	●	●	●	●	●	●	●	●	●	90	90	
Compass Group USA Inc.	Charlotte	NC	●	●	●	●	●	●	●	●	●	●	●	●	90	90	
Dunkin' Brands Group Inc.	Canton	MA	●	●	●	●	●	●	●	●	●	●	●	●	90		
J. M. Smucker Co.	Orrville	OH	●	●	●	●	●	●	●	●	●	●	●	●	90	90	452
Mars Inc.	Mt. Olive	NJ	●	●	●	●	●	●	●	●	●	●	●	●	90	90	

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			1a 15 points	1b 15 points	1c 5 points	2a 10 points	2b 10 points	2c 10 points	3a 10 points	3b 10 points	4 15 points	5 -25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Ocean Spray Cranberries Inc.	Lakeville-Middleboro	MA	●	●	●	●	●	●			●	●			90	85	
SYSCO Corp.	Houston	TX	●	●	●	●	●	●	●	●	●	●	●		90	80	57
Caribou Coffee Company Inc.	Minneapolis	MN	●	●	●	●	●	●			●	●			85	85	
Giant Eagle Inc.	Pittsburgh	PA	●	●	●	●	●	●			●	●	●		85	85	
Young's Market Co.	Tustin	CA	●	●	●	●	●	●			●	●	●		85	85	
Brinker International Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●	●	●		80	80	731
Domino's Pizza Inc.	Ann Arbor	MI	●	●	●	●	●	●			●	●	●		80	85	915
Wendy's Co., The	Dublin	OH	●	●		●	●	●			●	●	●		80	70	999
Yum! Brands Inc.	Louisville	KY	●	●	●	●	●	●			●	●	●		80	80	218
Denny's Corp.	Spartanburg	SC	●	●	●	●	●	●			●	●	●		75	75	
McCormick & Company Inc.	Sparks	MD	●	●	●	●	●	●			●	●	●		75	80	567
SpartanNash	Grand Rapids	MI	●	●	●	●	●	●			●	●	●		75		351
Supervalu Inc.	Eden Prairie	MN	●	●		●	●	●			●	●	●		75	80	160
US Foods Inc.	Rosemont	IL	●	●	●	●	●	●			●	●	●		75	75	122
Whole Foods Market Inc.	Austin	TX	●	●	●	●	●	●			●	●	●		75	85	181
Bloomin' Brands Inc.	Tampa	FL	●	●		●	●	●			●	●			65	65	557
Dr Pepper Snapple Group Inc.	Plano	TX	●	●	●	●	●	●				●	●		65	55	413
Chipotle Mexican Grill Inc.	Denver	CO	●	●		●	●	●			●	●	●		60	70	546
Cracker Barrel Old Country Store Inc.	Lebanon	TN	●		●	●	●	●			●	●	●		60	55	763
Palm Management Corp.	Washington	DC	●		●	●	●	●			●	●	●		55	55	
Sanderson Farms Inc.	Laurel	MS	●	●	●	●	●	●							55	55	770
Gastronomy Inc.	Salt Lake City	UT	●	●	●	●	●	●			●	●	●		50	50	
Winn-Dixie Stores Inc.	Jacksonville	FL	●			●	●	●			●				45	45	
Dean Foods Co.	Dallas	TX	●	●		●	●	●			●				40	40	336
C&S Wholesale Grocers Inc.	Keene	NH	●	●		●									30	20	
H.E. Butt Grocery Co.	San Antonio	TX	●			●					●				30	30	
CHS Inc.	Inver Grove Heights	MN	●	●											20	20	84
Seaboard Corp.	Shawnee Mission	KS	●	●											20	20	400
Core-Mark Holding Company Inc.	South San Francisco	CA	●												10	0	317
Dole Food Co. Inc.	Westlake Village	CA				●									10	10	
United Natural Foods Inc.	Providence	RI	●												10	10	338

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating				
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
Ingrion Inc.	Westchester	IL																458	
Lansing Trade Group	Overland Park	KS																453	
Publix Super Markets Inc.	Lakeland	FL															10	97	
<b>FOREST AND PAPER PRODUCTS</b>																			
Weyerhaeuser Co.	Federal Way	WA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	95	95	373
International Paper Co.	Memphis	TN	●	●		●	●					●					45	45	127
Domtar Corp.	Fort Mill	SC	●	●													20	20	499
Veritiv	Atlanta	GA	●	●													20		313
<b>HEALTHCARE</b>																			
Aetna Inc.	Hartford	CT	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	46
AmerisourceBergen Corp.	Chesterbrook	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	85	12
AthenaHealth Inc.	Watertown	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
Baxter International Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	286
Blue Cross Blue Shield of Minnesota	Eagan	MN	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Blue Shield of California	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Boston Scientific Corp.	Marlborough	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	359
Cardinal Health Inc.	Dublin	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	21
Centene Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	124
Cerner Corp.	North Kansas City	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	85	553
CIGNA Corp.	Bloomfield	CT	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	79
CVS Health Corp.	Woonsocket	RI	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	7
Express Scripts Holding Company	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	22
Group Health Cooperative	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Henry Schein Inc.	Melville	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	268
Humana Inc.	Louisville	KY	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	52
Kaiser Permanente	Oakland	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Laboratory Corporation of America Holdings	Burlington	NC	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	20	325
McKesson Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	5
Quest Diagnostics Inc.	Madison	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	358
Washington Permanente Medical Group	Renton	WA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
Abbott Laboratories	Abbott Park	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	95	75	138	

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	15 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
AMN Healthcare Services, Inc.	San Diego	CA	●	●	●	●	●	●	●	●	●	●	●	●	95		
BlueCross BlueShield of Tennessee	Chattanooga	TN	●	●	●	●	●	●	●	●	●	●	●	●	95		
UnitedHealth Group Inc.	Minnetonka	MN	●	●	●	●	●	●	●	●	●	●	●	●	95	95	6
CHG Healthcare Inc.	Midvale	UT	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
DaVita Inc.	Denver	CO	●	●	●	●	●	●	●	●	●	●	●	●	85	75	200
Horizon Healthcare Services Inc.	Newark	NJ	●	●	●	●	●	●	●	●	●	●	●	●	85	70	
Owens & Minor Inc.	Mechanicsville	VA	●	●	●	●	●	●	●	●	●	●	●	●	80	80	291
Blue Cross Blue Shield of North Carolina	Durham	NC	●	●	●	●	●	●	●	●	●	●	●	●	75	75	
Health Net Inc.	Woodland Hills	CA	●	●	●	●	●	●	●	●	●	●	●	●	65	65	172
Molina Healthcare Inc.	Long Beach	CA	●	●	●	●	●	●	●	●	●	●	●	●	60	60	201
Patterson Companies (Patterson Dental Supply)	St. Paul	MN	●	●	●	●	●	●	●	●	●	●	●	●	60	60	559
Austin Radiological Assn.	Austin	TX	●	●	●	●	●	●	●	●	●	●	●	●	40	30	
<b>HEALTHCARE MEDICAL FACILITIES</b>																	
Kindred Healthcare Inc.	Louisville	KY	●	●	●	●	●	●	●	●	●	●	●	●	100	20	372
HCA - Hospital Corporation of America	Nashville	TN	●	●	●	●	●	●	●	●	●	●	●	●	90	90	63
Tenet Healthcare Corp.	Dallas	TX	●	●	●	●	●	●	●	●	●	●	●	●	80	70	140
Pacific Medical Centers	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	60	60	
HealthSouth Corp.	Birmingham	AL	●	●	●	●	●	●	●	●	●	●	●	●	55	55	693
Community Health Systems Inc.	Franklin	TN	●	●	●	●	●	●	●	●	●	●	●	●	20	20	125
Genesis HealthCare Corp.	Kennett Square	PA	●	●	●	●	●	●	●	●	●	●	●	●	10		457
Universal Health Services	King of Prussia	PA	●	●	●	●	●	●	●	●	●	●	●	●	10	10	298
LifePoint Health Inc.	Brentwood	TN	●	●	●	●	●	●	●	●	●	●	●	●	0	0	438
<b>HIGH-TECH/PHOTO/SCIENCE EQUIP.</b>																	
Advanced Micro Devices Inc.	Sunnyvale	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	593
Becton, Dickinson and Co.	Franklin Lakes	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	65	278
Eastman Kodak Co.	Rochester	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
HERE North America LLC	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Intel Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	51
Medtronic PLC	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
NVIDIA Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	508
Texas Instruments Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	219



Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Pinterest Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	95		
St. Jude Medical Inc.	St. Paul	MN	●	●	●	●	●	●	●	●	●	●	●	●	95	95	465
Applied Materials Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●	●	●	90	85	295
ADT	Boca Raton	FL	●		●	●	●				●	●	●		45	45	635
ITT Corp.	White Plains	NY	●		●	●	●	●			●	●	●		45	55	847
Micron Technology Inc.	Boise	ID	●	●		●	●	●							40	40	173
Terex Corp.	Westport	CT	●	●		●	●	●							35	35	396
KLA-Tencor Corp.	Milpitas	CA	●			●					●	●			25	25	769
Broadcom Corp.	Irvine	CA	●	●											20	20	331
Graybar Electric Company Inc.	St. Louis	MO	●	●											20	20	433
Parker Hannifin Corp.	Cleveland	OH	●	●											20	20	224
SanDisk Corp.	Milpitas	CA	●	●											20	20	454
Zimmer Holdings Inc.	Warsaw	IN	●	●											20		431
Agco	Duluth	GA	●												10	10	360
Amphenol Corp.	Wallingford	CT	●												10	0	462
Dover Corp.	Downers Grove	IL													0	10	377
Harman International Industries Inc.	Stamford	CT													0	0	419
Sanmina-SCI	San Jose	CA													0	0	408
<b>HOME FURNISHING</b>																	
IKEA Holding US Inc.	Conshohocken	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Mitchell Gold + Bob Williams	Taylorsville	NC	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Masco Corp.	Taylor	MI													0	10	345
<b>HOTELS, RESORTS AND CASINOS</b>																	
Borgata Hotel Casino & Spa	Atlantic City	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Caesars Entertainment Corp.	Las Vegas	NV	●	●	●	●	●	●	●	●	●	●	●	●	100	100	534
Choice Hotels International Inc.	Rockville	MD	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Cosmopolitan of Las Vegas, The	Las Vegas	NV	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Hilton Inc.	McLean	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	254
Hyatt Hotels Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	562
InterContinental Hotels Group Americas	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kimpton Hotel & Restaurant Group LLC	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Marriott International Inc.	Bethesda	MD	●	●	●	●	●	●	●	●	●	●	●	●	100	100	195
MGM Resorts International	Las Vegas	NV	●	●	●	●	●	●	●	●	●	●	●	●	100	100	309
Wyndham Worldwide Corp.	Parsippany	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	466
Wynn Resorts Ltd.	Las Vegas	NV	●	●	●	●	●	●	●	●	●	●	●	●	100	100	585
Carlson Inc.	Minnetonka	MN	●	●	●	●	●	●	●	●	●	●	●	●	95	95	
Tropicana Las Vegas, The	Las Vegas	NV	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
Host Hotels & Resorts Inc.	Bethesda	MD	●	●	●	●	●	●	●	●	●	●	●	●	75	10	472
SBE	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	75	75	
Quaintance-Weaver Inc.	Greensboro	NC	●	●	●	●	●	●	●	●	●	●	●	●	60	60	
Las Vegas Sands Corp.	Las Vegas	NV	●	●	●	●	●	●	●	●	●	●	●	●	10	10	241
<b>INSURANCE</b>																	
AIG	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	49
Allianz Life Insurance Co. of North America	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Allstate Insurance Co.	Northbrook	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	85	81
American Family Insurance Group	Madison	WI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	332
Anthem Inc.	Indianapolis	IN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	33
AXA	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Blue Cross & Blue Shield of Rhode Island	Providence	RI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Blue Cross Blue Shield of Florida Inc.	Jacksonville	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Blue Cross Blue Shield of Massachusetts	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Cambia Health Solutions Inc.	Portland	OR	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
CareFirst Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Chubb Corp.	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
CNA Insurance	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
CSAA Insurance Group	Walnut Creek	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
CUNA Mutual Group	Madison	WI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	701
Erie Insurance Group	Erie	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	411
Excelsus Health Plan Inc.	Rochester	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Genworth Financial Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	306
Guardian Life Insurance Co. of America, The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	226
Hanover Insurance Group Inc.	Worcester	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	90	506

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Hartford Financial Services Group Inc., The	Hartford	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	152
Harvard Pilgrim Health Care Inc.	Wellesley	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Health Care Service Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Highmark Inc.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
John Hancock Financial Services Inc.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Liberty Mutual Group	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	95	73
Lincoln National Corp.	Radnor	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	205
Massachusetts Mutual Life Insurance Co.	Springfield	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	76
MetLife Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	40
Nationwide	Columbus	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	69
Northwestern Mutual Life Insurance	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	100
Principal Financial Group	Des Moines	IA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	236
Standard Insurance Co.	Portland	OR	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
State Farm Group	Bloomington	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	35
Sun Life Financial Inc. (US)	Wellesley Hills	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Transamerica Corp., The	Cedar Rapids	IA	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
Travelers Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	105
Tufts Health Plan	Watertown	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Unum Group	Chattanooga	TN	●	●	●	●	●	●	●	●	●	●	●	●	100	80	265
Voya Financial	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	252
Wellmark Inc.	Des Moines	IA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Assurant	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	95	90	275
Blue Cross Blue Shield of Michigan	Detroit	MI	●	●	●	●	●	●	●	●	●	●	●	●	95	95	
Mutual of Omaha Insurance	Omaha	NE	●	●	●	●	●	●	●	●	●	●	●	●	95	95	367
New York Life Insurance Co.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	95	100	61
Esurance Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	90	90	
Farmers Insurance Exchange	Woodland Hills	CA	●	●	●	●	●	●	●	●	●	●	●	●	90	0	227
Progressive Corp., The	Mayfield Village	OH	●	●	●	●	●	●	●	●	●	●	●	●	90	90	137
Aflac Inc.	Columbus	GA	●	●	●	●	●	●	●	●	●	●	●	●	85	75	135
Reinsurance Group of America Inc.	Chesterfield	MO	●	●	●	●	●	●	●	●	●	●	●	●	85	20	271
Thrivent Financial	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	85	85	318

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			1a 15 points	1b 15 points	1c 5 points	2a 10 points	2b 10 points	2c 10 points	3a 10 points	3b 10 points	4 15 points	5 -25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Pacific Life Insurance Co.	Newport Beach	CA	●	●	●	●	●	●	●	●	●	●	●	●	80	80	326
Zurich North America	Schaumburg	IL	●	●	●	●	●	●	●	●	●	●	●	●	75	75	
BMC HealthNet Plan	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	70	75	
Selective Insurance Group	Branchville	NJ	●	●	●	●	●	●	●	●	●	●	●	●	55	55	936
American Financial Group	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●	20	20	421
Berkshire Hathaway Inc.	Omaha	NE	●	●	●	●	●	●	●	●	●	●	●	●	20	20	4
W.R. Berkley	Greenwich	CT	●	●	●	●	●	●	●	●	●	●	●	●	10	20	368
Auto-Owners Insurance Group	Lansing	MI	●	●	●	●	●	●	●	●	●	●	●	●	0	0	308
Old Republic International	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	0	0	442
Western & Southern Financial Group	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●	0	0	479
<b>INTERNET SERVICES AND RETAILING</b>																	
Airbnb Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Akamai Technologies Inc.	Cambridge	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	919
Amazon.com Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	90	18
eBay Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	300
Expedia Inc.	Bellevue	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	385
Facebook Inc.	Menlo Park	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	157
Google Inc.	Mountain View	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	36
Groupon Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	688
IAC/InterActiveCorp.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	80	682
Indeed Inc.	Austin	TX	●	●	●	●	●	●	●	●	●	●	●	●	100		
LinkedIn	Sunnyvale	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	733
PayPal Holdings Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	307
Twitter Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
WeddingWire Inc.	Chevy Chase	MD	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Yelp Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
GODADDY Inc.	Scottsdale	AZ	●	●	●	●	●	●	●	●	●	●	●	●	90		
priceline.com LLC	Norwalk	CT	●	●	●	●	●	●	●	●	●	●	●	●	90	80	308
TripAdvisor Inc.	Needham	MA	●	●	●	●	●	●	●	●	●	●	●	●	90	20	
AOL	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
Eventbrite Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	85	85	

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating				
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000			
Liberty Interactive Corp.	Englewood	CO														0	0	354
<b>LAW FIRMS</b>																		
Akerman LLP	Miami	FL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Akin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Alston & Bird LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Andrews Kurth Kenyon LLP	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
Arent Fox LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Armstrong Teasdale LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Arnold & Porter Kaye Scholer LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Baker & McKenzie LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Memphis	TN	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Ballard Spahr LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
Bass, Berry & Sims PLC	Nashville	TN	●	●	●	●	●	●	●	●	●	●	●	●	●	100		
Blank Rome LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Boies Schiller Flexner LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Brown Rudnick LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Bryan Cave LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Buckley Sandler LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Cadwalader, Wickersham & Taft LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Carlton Fields Jordan Burt	Tampa	FL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Chapman and Cutler LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Choate, Hall & Stewart LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Cleary Gottlieb Steen & Hamilton LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Clifford Chance US LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Cooley LLP	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Covington & Burling LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Cravath, Swaine & Moore LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
Crowell & Moring LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Davis Wright Tremaine LLP	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Day Pitney LLP	Parsippany	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating			
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	15 points	15 points	25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000	
Debevoise & Plimpton LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Dechert LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Dentons US LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Dickinson Wright PLLC	Detroit	MI	●	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
DLA Piper	Baltimore	MD	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Dorsey & Whitney LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Duane Morris LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
Dykema Gossett PLLC	Detroit	MI	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Eversheds Sutherland (US) LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Faegre Baker Daniels	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Fenwick & West LLP	Mountain View	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Foley & Lardner LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Foley Hoag LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Fredrikson & Byron	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
Fried, Frank, Harris, Shriver & Jacobson LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Frost Brown Todd LLC	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Gibson, Dunn & Crutcher LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Goodwin Procter LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Goulston & Storrs	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Greenberg Traurig LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Hinshaw & Culbertson LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Hogan Lovells US LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Holland & Knight LLP	Brandon	FL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Hughes Hubbard & Reed LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Husch Blackwell LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Jenner & Block LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
K&L Gates LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Katten Muchin Rosenman LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kaye Scholer LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		Fortune 1000	
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	15 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating		
Kelley Drye & Warren LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kilpatrick Townsend & Stockton LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
King & Spalding LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kirkland & Ellis LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kramer Levin Naftalis & Frankel LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Kutak Rock LLP	Omaha	NE	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Lane Powell PC	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Latham & Watkins LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Lindquist & Vennum LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Littler Mendelson PC	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Locke Lord LLP	Dallas	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Lowenstein Sandler LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Manatt, Phelps & Phillips LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
Mayer Brown LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
McDermott Will & Emery LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Michael Best & Friedrich LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Milbank, Tweed, Hadley & McCloy LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Moore & Van Allen PLLC	Charlotte	NC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Morgan, Lewis & Bockius LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Morris, Manning & Martin LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	80	
Morrison & Foerster LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Munger, Tolles & Olson LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Nixon Peabody LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Norton Rose Fulbright	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
O'Melveny & Myers LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Orrick, Herrington & Sutcliffe LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Patterson Belknap Webb & Tyler LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Paul Hastings LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Paul, Weiss, Rifkind, Wharton & Garrison LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		Fortune 1000	
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	15 points	15 points	2018 CEI Rating	2017 CEI Rating			
Pepper Hamilton LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	Fortune 1000
Perkins Coie LLP	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Pillsbury Winthrop Shaw Pittman LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Quarles & Brady LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Quinn Emanuel Urquhart & Sullivan LLP	London	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Reed Smith LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Robins Kaplan LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Ropes & Gray LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Saul Ewing Arnstein & Lehr LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
Schiff Hardin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Sedgwick LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Seyfarth Shaw LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Shearman & Sterling LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Sheppard, Mullin, Richter & Hampton LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Shook, Hardy & Bacon LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Sidley Austin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Simpson Thacher & Bartlett LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Snell & Wilmer	Phoenix	AZ	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Squire Patton Boggs	Cleveland	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Stephens & Johnson LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
Stinson Leonard Street LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
Stoel Rives LLP	Portland	OR	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Thompson Coburn LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Thompson Hine LLP	Cleveland	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Troutman Sanders LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Vinson & Elkins LLP	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Vorys, Sater, Seymour and Pease LLP	Columbus	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
Wachtell, Lipton, Rosen & Katz	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Weil, Gotshal & Manges LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
White & Case LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	



Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating		Fortune 1000		
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating			
Wiley Rein LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	●
Williams Mullen PC	Richmond	VA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
Wilmer Cutler Pickering Hale & Dorr LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Winston & Strawn LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Womble Carlyle Sandridge & Rice LLP	Winston-Salem	NC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Baker & Hostetler LLP	Cleveland	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	95	95	
Baker Botts LLP	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	95	85	
Davis Polk & Wardwell LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	95	95	
Drinker Biddle & Reath LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	95	95	
Fish & Richardson PC	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	95	90	
Haynes and Boone LLP	Dallas	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	95	95	
Hunton & Williams LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	95	95	
LeClairRyan	Richmond	VA	●	●	●	●	●	●	●	●	●	●	●	●	●	95	80	
Schulte, Roth & Zabel LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	95	95	
Willkie Farr & Gallagher LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	95	95	
Dickstein Shapiro LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	90	90	
Epstein Becker & Green PC	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	90	90	
Galloway, Johnson, Tompkins, Burr & Smith PLC	New Orleans	LA	●	●	●	●	●	●	●	●	●	●	●	●	●	90	90	
Herrick Feinstein LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	90	90	
Loeb & Loeb LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	90	50	
Proskauer Rose LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	90	85	
Barnes & Thornburg LLP	Indianapolis	IN	●	●	●	●	●	●	●	●	●	●	●	●	●	85	90	
Bracewell LLP	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
Chadbourne & Parke LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
Fox Rothschild LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	85		
Ice Miller LLP	Indianapolis	IN	●	●	●	●	●	●	●	●	●	●	●	●	●	85		
McCarter & English LLP	Newark	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
McGuireWoods LLP	Richmond	VA	●	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
Nelson Mullins Riley & Scarborough LLP	Columbia	SC	●	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
Patton Boggs LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	80	85	
Polsinelli	Kansas City	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	85	85	

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating			
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	15 points	15 points	25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000	
Sullivan & Cromwell LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
Wilson Sonsini Goodrich & Rosati PC	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
Kenyon & Kenyon	New York	NY	●	●		●	●		●	●	●	●	●	●	●	80	80	
Howard & Howard Attorneys PLLC	Royal Oak	MI	●	●	●	●	●	●		●	●	●	●	●	●	75	20	
Jackson Walker LLP	Dallas	TX	●		●	●	●		●	●	●	●	●	●	●	70	70	
Holland & Hart LLP	Denver	CO	●	●	●	●	●	●		●	●	●	●	●	●	55	55	
Reinhart Boerner Van Deuren s.c.	Milwaukee	WI	●		●	●	●			●	●	●	●	●	●	55		
<b>MAIL AND FREIGHT DELIVERY</b>																		
FedEx Corp.	Memphis	TN	●	●	●	●	●	●	●	●	●	●	●	●	●	100	85	58
United Parcel Service Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	48
Union Pacific Corp.	Omaha	NE	●	●	●	●	●	●	●	●	●	●	●	●	●	95	85	129
Burlington Northern Santa Fe Corp.	Fort Worth	TX	●	●	●								●	●	●	30	20	
J. B. Hunt Transport Services Inc.	Lowell	AR	●	●												20	20	416
YRC Worldwide Inc.	Overland Park	KS	●		●								●	●	●	20	20	521
<b>MANUFACTURING</b>																		
3M Co.	St. Paul	MN	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	93
Arconic	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Ball Corp.	Broomfield	CO	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	341
Corning Inc.	Corning	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	313
Cummins Inc.	Columbus	IN	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	148
Danaher Corp.	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	133
Eastman Chemical Co.	Kingsport	TN	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	296
Eaton Corp.	Cleveland	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Emerson Electric Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	100	90	128
Fortive Corp.	Everett	WA	●	●	●	●	●	●	●	●	●	●	●	●	●	100		
General Electric Co.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	11
Herman Miller Inc.	Zeeland	MI	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	932
Ingersoll-Rand Company	Davidson	NC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Nestlé Purina PetCare Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Owens Corning	Toledo	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	480
Rockwell Automation Inc.	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	412

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	15 points	15 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000	
Siemens	Malvern	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
Steelcase Inc.	Grand Rapids	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	716
Stryker Corp.	Kalamazoo	MI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	287
TE Connectivity Inc.	Berwyn	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
United Technologies Corp.	Farmington	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	45
Caterpillar Inc.	Peoria	IL	●	●	●	●	●	●	●	●	●	●	●	●	90	90	59
Deere & Co.	Moline	IL	●	●	●	●	●	●	●	●	●	●	●	●	90	85	97
Kohler Co.	Kohler	WI	●	●	●	●	●	●	●	●	●	●	●	●	90	10	
Kraft Heinz Co., The	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	90	80	153
R.R. Donnelley & Sons Co.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	90	90	255
Saint-Gobain Corp.	Malvern	PA	●	●	●	●	●	●	●	●	●	●	●	●	90		
Bama Companies Inc., The	Tulsa	OK	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
Johnson Controls Inc.	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	85	75	70
Stanley Black & Decker Inc.	New Britain	CT	●	●	●	●	●	●	●	●	●	●	●	●	85	45	256
Komatsu Mining Corp.	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	80	10	690
Sonoco Products Company	Hartsville	SC	●	●	●	●	●	●	●	●	●	●	●	●	80	80	514
Freescale Semiconductor Inc.	Austin	TX	●	●	●	●	●	●	●	●	●	●	●	●	75	75	
Archer Daniels Midland Co.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	70	65	41
WestRock	Norcross	GA	●	●	●	●	●	●	●	●	●	●	●	●	70	70	251
USG Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	65	65	616
Xylem Inc.	Rye Brook	NY	●	●	●	●	●	●	●	●	●	●	●	●	65	65	622
Illinois Tool Works Inc.	Glenview	IL	●	●	●	●	●	●	●	●	●	●	●	●	60	65	211
RB	Parsippany	NJ	●	●	●	●	●	●	●	●	●	●	●	●	50	50	
Baldor Electric Co.	Fort Smith	AR	●	●	●	●	●	●	●	●	●	●	●	●	35	25	
Mohawk Industries Inc.	Calhoun	GA	●	●	●	●	●	●	●	●	●	●	●	●	35	35	338
Jabil Circuit Inc.	St. Petersburg	FL	●	●	●	●	●	●	●	●	●	●	●	●	20	10	158
Oshkosh Corp.	Oshkosh	WI	●	●	●	●	●	●	●	●	●	●	●	●	20	20	424
Owens-Illinois Inc.	Perrysburg	OH	●	●	●	●	●	●	●	●	●	●	●	●	20	20	418
Crown Holdings	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	0	0	321

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating			
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000			
<b>MINING AND METALS</b>																		
Alcoa Corp.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	126
Newmont Mining Corporation	Greenwood Village	CO	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	349
Mosaic Co.	Plymouth	MN	●	●	●	●	●	●	●	●	●	●	●	●	●	85	85	316
Steel Dynamics Inc.	Fort Wayne	IN	●	●	●	●	●	●	●	●	●	●	●	●	●	65	20	356
Anadarko Petroleum	The Woodlands	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	40	40	334
Devon Energy Corp.	Oklahoma City	OK	●	●	●	●	●	●	●	●	●	●	●	●	●	40	40	316
AK Steel Holding Corp.	West Chester	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	20	20	363
Apache Corp.	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	20	20	368
Commercial Metals	Irving	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	20	20	417
EOG Resources	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	20	10	323
Nucor Corp.	Charlotte	NC	●	●	●	●	●	●	●	●	●	●	●	●	●	10	10	170
Occidental Petroleum	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	10	20	228
Reliance Steel & Aluminum Co.	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	10	10	303
United States Steel Corp.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	10	10	244
Freeport-McMoRan Copper & Gold Inc.	Phoenix	AZ	●	●	●	●	●	●	●	●	●	●	●	●	●	0	0	175
Icahn Enterprises LP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	0	10	164
Peabody Energy Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	0	10	458
<b>MISCELLANEOUS</b>																		
E. I. du Pont de Nemours and Co. (DuPont)	Wilmington	DE	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	101
W.W. Grainger Inc.	Lake Forest	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	285
Snagajob.com Inc.	Glen Allen	VA	●	●	●	●	●	●	●	●	●	●	●	●	●	85		
Imation Corp.	Oakdale	MN	●	●	●	●	●	●	●	●	●	●	●	●	●	60	60	
WESCO International Inc.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	60	55	357
Anixter International Inc.	Glenview	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	20	20	391
Packaging Corporation of America	Lake Forest	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	20	0	446
Sealed Air Corp.	Elmwood Park	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	20	20	376
Airgas Inc.	Radnor	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	10	0	484
Genuine Parts Co.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	●	0	0	163
<b>OIL AND GAS</b>																		
Air Products & Chemicals Inc.	Allentown	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	288

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	15 points	15 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000	
BP America Inc.	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
Chevron Corp.	San Ramon	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	14
ConocoPhillips	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	80	90
Shell Oil Co.	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Exxon Mobil Corp.	Irving	TX	●	●	●	●	●	●	●	●	●	●	●	●	95	85	2
ONEOK Inc.	Tulsa	OK	●	●	●	●	●	●	●	●	●	●	●	●	95	85	348
Marathon Oil Corp.	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	85	85	438
Marathon Petroleum Corp.	Findlay	OH	●	●	●	●	●	●	●	●	●	●	●	●	85	75	42
Phillips 66	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	85	75	30
Spectra Energy Corp.	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	85	85	493
Chesapeake Energy Corp.	Oklahoma City	OK	●	●	●	●	●	●	●	●	●	●	●	●	80	65	223
Williams Companies Inc.	Tulsa	OK	●	●	●	●	●	●	●	●	●	●	●	●	80	80	364
Columbia Pipeline Group	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	70	70	
ONE Gas Inc.	Tulsa	OK	●	●	●	●	●	●	●	●	●	●	●	●	70	70	
Hess Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	65	65	394
Tesoro Corp.	San Antonio	TX	●	●		●	●								40	40	38
FMC Technologies Inc.	Houston	TX	●			●	●								30	30	410
Delek US Holdings	Brentwood	TN	●	●											20	0	445
HollyFrontier Corp.	Dallas	TX	●	●											20	20	214
Kinder Morgan Inc.	Houston	TX	●	●											20	20	198
NGL Energy Partners	Tulsa	OK	●	●											20	20	167
Valero Energy Corp.	San Antonio	TX	●	●											20	20	32
World Fuel Services	Miami	FL	●	●											20	20	92
Baker Hughes Inc.	Houston	TX	●												10	20	178
CST Brands	San Antonio	TX	●												10	10	299
Halliburton Co.	Houston	TX	●												10	10	117
National Oilwell Varco Inc.	Houston	TX	●												10	10	192
Enterprise Products Partners LP	Houston	TX													0	0	104
Murphy USA	El Dorado	AR													0	0	258
PBF Energy	Parsippany	NJ													0	0	217
Plains GP Holdings	Houston	TX													0	0	121

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating				
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000			
Western Refining Inc.	El Paso	TX														0	10	309
<b>PHARMACEUTICALS</b>																		
AbbVie Inc.	North Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	123
Amgen Inc.	Thousand Oaks	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	130
Astellas Pharma US Inc.	Northbrook	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Bayer U.S. LLC	Whippany	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	100	90	
Biogen	Cambridge	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	263
Boehringer Ingelheim USA Corp.	Ridgefield	CT	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Bristol-Myers Squibb Co.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	168
Eli Lilly & Co.	Indianapolis	IN	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	141
Gilead Sciences Inc.	Foster City	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	85	86
GlaxoSmithKline LLC	Research Triangle Park	NC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Johnson & Johnson	New Brunswick	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	39
Mallinckrodt LLC	Hazelwood	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Merck & Co. Inc.	Kenilworth	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	72
Novartis Pharmaceuticals Corp.	East Hanover	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Pfizer Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	55
Sanofi	Bridgewater	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Takeda Pharmaceuticals USA Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Teva Pharmaceutical USA Inc.	North Wales	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
AstraZeneca PLC	Wilmington	DE	●	●	●	●	●	●	●	●	●	●	●	●	●	90	90	
Novo Nordisk Inc.	Plainsboro	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	90	90	
Celgene Corp.	Summit	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	75	75	305
<b>PUBLISHING AND PRINTING</b>																		
Gannett Co. Inc.	McLean	VA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	
UBM plc	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	45	
Houghton Mifflin Harcourt Co.	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	95	80	
McGraw-Hill Global Education Holdings LLC	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	90	90	
New York Times Co.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	85	85	
Scholastic Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	80	75	
Hachette Book Group	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	65	70	

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Graham Holdings	Arlington	VA			●	●	●								25	25	737
News Corp.	New York	NY													0	0	357
<b>REAL ESTATE, COMMERCIAL</b>																	
CBRE Inc.	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	259
JLL	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	436
Lendlease Americas Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
<b>REAL ESTATE, RESIDENTIAL</b>																	
Redfin Corp.	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	95	85	
Realty Holdings Corp.	Madison	NJ	●	●	●	●	●	●	●	●	●	●	●	●	85	85	449
Simon Property Group Inc.	Indianapolis	IN	●												10	10	488
<b>RETAIL AND CONSUMER PRODUCTS</b>																	
Abercrombie & Fitch Co.	New Albany	OH	●	●	●	●	●	●	●	●	●	●	●	●	100	100	644
American Eagle Outfitters Inc.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	643
Ascena Retail Group Inc.	Mahwah	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100		523
Avon Products Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	370
B J's Wholesale Club	Westborough	MA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Barnes & Noble Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	427
Best Buy Co. Inc.	Richfield	MN	●	●	●	●	●	●	●	●	●	●	●	●	100	100	71
Caleres	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	824
CarMax Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	95	191
Clorox Co., The	Oakland	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	455
Coach Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	575
Colgate-Palmolive Co.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	174
Dollar General Corp.	Goodlettsville	TN	●	●	●	●	●	●	●	●	●	●	●	●	100	85	139
Estée Lauder Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	261
GameStop Corp.	Grapevine	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	302
Gap Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	177
Hallmark Cards Inc.	Kansas City	MO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Hasbro Inc.	Pawtucket	RI	●	●	●	●	●	●	●	●	●	●	●	●	100	100	550
Home Depot Inc., The	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	28
J.C. Penney Co. Inc.	Plano	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	228

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating			
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	15 points	5 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Kimberly-Clark Corp.	Irving	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	151
Kohl's Corp.	Menomonee Falls	WI	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	145
L Brands Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	234
L'Oréal USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	85	
Mattel Inc.	El Segundo	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	450
Nordstrom Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	197
Office Depot Inc.	Boca Raton	FL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	196
Outerwall Inc.	Bellevue	WA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	922
PetSmart Inc.	Phoenix	AZ	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Procter & Gamble Co.	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	34
Replacements Ltd.	McLeansville	NC	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
S.C. Johnson & Son Inc.	Racine	WI	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Sears Holdings Corp.	Hoffman Estates	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	111
Sony Electronics Inc.	San Diego	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Staples Inc.	Framingham	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	132
Starbucks Corp.	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	146
Target Corp.	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	38
Tiffany & Co.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	582
TJX Companies Inc., The	Framingham	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	89
Toys 'R' Us Inc.	Wayne	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	240
Unilever	Englewood Cliffs	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Walgreen Co.	Deerfield	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	19
Whirlpool Corp.	Benton Harbor	MI	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	134
Crate and Barrel / CB2	Northbrook	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	95	100	
Meijer Inc.	Grand Rapids	MI	●	●	●	●	●	●	●	●	●	●	●	●	●	95	95	
Recreational Equipment Inc.	Kent	WA	●	●	●	●	●	●	●	●	●	●	●	●	●	95	95	
Tailored Brands Inc.	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	95	80	648
True Value Co.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	95	95	
Brooks Brothers Group Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	90	90	
Ross Stores Inc.	Dublin	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	90	90	237
Williams-Sonoma Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	90	90	512



Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion												Rating		
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Bon-Ton Stores Inc.	York	PA	●	●	●	●	●	●	●	●	●	●	●	●	85	85	773
Brooks Sports Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	85		
Genesco Inc.	Nashville	TN	●	●	●	●	●	●	●	●	●	●	●	●	85	75	721
HSN Inc.	St. Petersburg	FL	●	●	●	●	●	●	●	●	●	●	●	●	85	85	621
Books-A-Million Inc.	Birmingham	AL	●	●	●	●	●	●	●	●	●	●	●	●	80	0	415
A X Armani Exchange	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	80	85	
Kate Spade & Company	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	75	75	
Lowe's Companies Inc.	Mooresville	NC	●	●	●	●	●	●	●	●	●	●	●	●	75	40	47
Overstock.com Inc.	Midvale	UT	●	●	●	●	●	●	●	●	●	●	●	●	75	80	
Costco Wholesale Corp.	Issaquah	WA	●	●	●	●	●	●	●	●	●	●	●	●	70	70	15
H&M Hennes & Mauritz AB	North Arlington	NJ	●	●	●	●	●	●	●	●	●	●	●	●	70	70	
AutoZone Inc.	Memphis	TN	●	●	●	●	●	●	●	●	●	●	●	●	65	20	280
Big Lots	Columbus	OH	●	●	●	●	●	●	●	●	●	●	●	●	65	65	495
Rite Aid Corp.	Camp Hill	PA	●	●	●	●	●	●	●	●	●	●	●	●	65	65	107
Burlington Store Inc.	Burlington	NJ	●	●	●	●	●	●	●	●	●	●	●	●	55	55	500
Pep Boys-Manny, Moe & Jack	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	45	45	
RadioShack Corp.	Fort Worth	TX	●	●	●	●	●	●	●	●	●	●	●	●	40	40	
Advance Auto Parts (Advance Holding)	Roanoke	VA	●	●	●	●	●	●	●	●	●	●	●	●	20	20	203
Bed Bath & Beyond Inc.	Union	NJ	●	●	●	●	●	●	●	●	●	●	●	●	20	20	238
Dick's Sporting Goods Inc.	Coraopolis	PA	●	●	●	●	●	●	●	●	●	●	●	●	20	20	265
Dollar Tree Stores Inc.	Chesapeake	VA	●	●	●	●	●	●	●	●	●	●	●	●	20	20	190
HD Supply	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	20	20	320
Foot Locker Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	10	10	361
O'Reilly Automotive Inc.	Springfield	MO	●	●	●	●	●	●	●	●	●	●	●	●	10	10	343
TravelCenters of America	Westlake	OH	●	●	●	●	●	●	●	●	●	●	●	●	10	10	438
Casey's General Stores Inc.	Ankeny	IA	●	●	●	●	●	●	●	●	●	●	●	●	0	0	374
Dillard's Inc.	Little Rock	AR	●	●	●	●	●	●	●	●	●	●	●	●	0	20	380
Tractor Supply Company	Brentwood	TN	●	●	●	●	●	●	●	●	●	●	●	●	0	0	415
Wal-Mart Stores Inc.	Bentonville	AR	●	●	●	●	●	●	●	●	●	●	●	●	- *	100	1

\* During the CEI survey cycle, two Equal Employment Opportunity Commission determinations were made public in the cases of Jessica Robison (EEOC Charge Number 511-2015-01402) and Charlene Bost (EEOC Charge Number 430- 2014-01900). These determinations pointed to significant enforcement gaps in Wal-Mart's non-discrimination policy, specifically with regards to sex and gender identity. Pending remedial steps by the company, the CEI rating is suspended.

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
<b>TELECOMMUNICATIONS</b>																	
AT&T Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●	●	●	●	100	100	10
Charter Communications	Stamford	CT	●	●	●	●	●	●	●	●	●	●	●	●	100	100	292
Cisco Systems Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	54
Level 3 Communications Inc.	Broomfield	CO	●	●	●	●	●	●	●	●	●	●	●	●	100	100	333
Nokia Inc.	Irving	TX	●	●	●	●	●	●	●	●	●	●	●	●	100		
QUALCOMM Inc.	San Diego	CA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	110
Sprint Corp.	Overland Park	KS	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
T-Mobile USA Inc.	Bellevue	WA	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Verizon Communications Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	100	100	13
West Corp.	Omaha	NE	●	●	●	●	●	●	●	●	●	●	●	●	100		869
CenturyLink Inc.	Monroe	LA	●	●	●	●	●	●	●	●	●	●	●	●	95	75	159
Motorola Solutions Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	95	75	451
Nortel Networks Corp.	Richardson	TX	●	●	●	●	●	●	●	●	●	●	●	●	45	45	
EarthLink Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	40	40	
Windstream Corp.	Little Rock	AR	●	●	●	●	●	●	●	●	●	●	●	●	20	20	443
Telephone & Data Systems Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	10	10	496
DISH Network Corp.	Englewood	CO	●	●	●	●	●	●	●	●	●	●	●	●	0	0	167
<b>TOBACCO</b>																	
Altria Group Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	85	149
Reynolds American Inc.	Winston-Salem	NC	●	●	●	●	●	●	●	●	●	●	●	●	95	85	266
Alliance One International	Morrisville	NC	●	●	●	●	●	●	●	●	●	●	●	●	55	55	954
Philip Morris International Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	10	10	106
<b>TRANSPORTATION AND TRAVEL</b>																	
American Express Global Business Travel	Jersey City	NJ	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Carnival Corp.	Miami	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Norfolk Southern Corp.	Norfolk	VA	●	●	●	●	●	●	●	●	●	●	●	●	100	80	270
Royal Caribbean Cruises Ltd.	Miami	FL	●	●	●	●	●	●	●	●	●	●	●	●	100	100	
Avis Budget Group Inc.	Parsippany	NJ	●	●	●	●	●	●	●	●	●	●	●	●	95	95	330
CSX Corp.	Jacksonville	FL	●	●	●	●	●	●	●	●	●	●	●	●	95	95	239
Enterprise Holdings Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	95	85	

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a** Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a** Firm-wide Organizational Competency Programs (10 points)
- 3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4** Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

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

Employer	Headquarters Location	State	Criterion											Rating			
			15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000		
Hertz Global Holdings Inc.	Estero	FL	●	●	●	●	●	●	●	●	●	●	●	●	95	55	269
Ryder System Inc.	Miami	FL	●	●	●	●	●			●	●	●			85	85	395
Cargo Transporters Inc.	Claremont	NC	●	●	●	●	●				●	●			75		
Sabre Holdings Inc.	Southlake	TX	●	●	●	●	●	●			●	●			65	65	736
Travelport Ltd.	Parsippany	NJ	●	●		●	●				●	●			50	50	
C. H. Robinson Worldwide	Eden Prairie	MN	●	●											20	20	208
Expeditors International of Washington Inc.	Seattle	WA	●	●											20	20	398
Harley-Davidson Inc.	Milwaukee	WI	●												10	10	432
Trinity Industries, Inc.	Dallas	TX													0	10	407
<b>WASTE MANAGEMENT</b>																	
Republic Services Inc.	Phoenix	AZ	●	●	●	●	●	●	●	●	●	●	●	●	100	85	312
Waste Management Inc.	Houston	TX	●	●	●	●	●	●		●	●	●			80	90	221

### HRC Foundation's Workplace Equality Program

#### The Workplace Equality Program Team, *Authors*

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

### Project Staff

#### Deena Fidas, *Director* HRC Foundation Workplace Equality Program

Deena Fidas directs the Workplace Equality Program at the Human Rights Campaign Foundation. She leads the annual Corporate Equality Index survey and report of over 1,200 major employers' policies, benefits and practices for LGBTQ workers. Fidas consults directly with hundreds of Fortune 500 and other major businesses on the implementation of equitable policies and benefits for diverse employee populations. Most recently Fidas expanded the work of the Corporate Equality programs to include global LGBTQ workforce best practices. In this capacity, she has conducted trainings in the U.S. and abroad on workforce diversity and best practices for inclusion before corporate and public sector audiences.

She also leads the Human Rights Campaign Foundation's published research on the experiences of LGBTQ workers nationwide, the largest conducted to-date, finding that roughly half of all LGBTQ employees remain in the closet at work. Fidas has been a featured guest on various programs including the Diane Rehm Show, On Point, CNN Money, Marketplace, Quest Means Business and dozens of print media including Associated Press, The Wall Street Journal, Forbes, Fortune Mexico's Reforma and other news outlets. Prior to joining the Human Rights Campaign in 2007, she worked in fundraising for the American Civil Liberties Union and Hillary Clinton for President, among other clients. Fidas holds a master's degree in sociology from American University in Washington, D.C., where she also worked as a researcher for the university's Women & Politics Institute.

#### Beck Bailey, *Deputy Director* HRC Foundation Workplace Equality Program

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

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

#### Liz Cooper, *Associate Director* HRC Foundation Workplace Equality Program

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

## Project Staff

**Lana Williams, Manager**

**HRC Foundation Workplace Equality Program**

Lana Williams joined the Workplace team in November 2016. As the Workplace Equality Program Manager, she is responsible for the oversight and coordination of the daily activities for the annual Corporate Equality Index and Buying for Workplace Equality Guide. In this role, she provides companies with the resources they need to improve non-discrimination policies, benefits and other practices that are essential for businesses to retain talent and customers, and remain committed to equality in the workplace. Williams is also responsible for managing global business engagement, including the Equidad MX survey. Williams brings her background in communications and management to support her work in advocating for LGBTQ workplace equality. Williams graduated from The New School in New York City with a MS in Nonprofit Management and holds a BA in Communication from Wake Forest University in North Carolina.

**Madeline Perrou, Assistant**

**HRC Foundation Workplace Equality Program**

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

## Special Thanks

Special thanks to Mary Beth Maxwell, Senior Vice President for Programs, Research and Training.

Thank you to Workplace Equality Program intern Steven McCarty for working directly with survey respondents, guiding them through the survey process and responding to survey inquiries. Thanks to Workplace Equality Program intern Gemma Caruso for her survey review assistance, data validation and research leading up to the 2018 Corporate Equality Index and Buying for Workplace Equality release.

Thank you to HRC staff Liz Halloran, Allison Turner, Ianthe Metzger, Chris Sgro, Brian McBride, Robert Villaflor and Jacqueline Kim, for editorial and design guidance.

Thank you to Sarah Warbelow, Cathryn Oakley, Darrin Hurwitz, and Robert Falk for legal guidance.

Thank you to Marcos Garcia and Tari Hanneman for database expertise.

Thank you to Andre Wilson and Jamison Green, Ph.D., who have provided critical expertise on transgender health care coverage over the years.

CEI 2018 was designed by Tony Frye Design.

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

**Mostafa Abdelguelil**

Head of Advocacy Response and Senior Manager, Diversity & Inclusion  
*Capital One*

**John Barry**

Vice President & Relationship Manager, Global Funds Services  
*Northern Trust Corp.*

**Wyndolyn (Wendy) C. Bell, MD**

Senior Medical Director & Vice President, Health Care Strategies  
*United Healthcare*

**Richard Clark**

Chief Accounting Officer  
*Accenture Ltd.*

**Elaine DeCanio**

Region Manager  
*Shell Oil Co.*

**Rosanna Durruthy**

Head of Global Diversity, Inclusion and Belonging  
*LinkedIn*

**Lori Fox**

President & Founder  
*Lori Fox Diversity Consulting*

**Betsy Hosick**

General Manager, Procurement – Downstream, Corporate & Shared Services  
*Chevron Corporation*

**Lanaya Irvin**

Director, Equity Asset Management Services  
*Bank of America*

**Linda Jolly**

Vice President and Corporate Secretary  
*Corning Inc.*

**Michael Lopez**

Head of Inclusion & Diversity  
*Diageo.*

**Willard L. McCloud, III**

Global Head Inclusion & Diversity  
*Cargill, Inc.*

**Renee McLaughlin, MD**

Senior Medical Director, Delivery System Clinical Integration  
*Cigna Corporation*

**Linda Nelson**

President, Customer Experience  
*UPS*

**Carlos Orta**

Vice President of Corporate Affairs  
*Carnival Corporation & PLC*

**Michelle Phillips**

Partner  
*Jackson Lewis PC*

**Scott Sapperstein**

Assistant Vice President, Public Affairs  
*AT&T*

**Kurt Serrano**

SVP, People  
*Pinterest*

**Corey Smith**

Head of Global Diversity & Inclusion  
*Levi Strauss & Co*

**Meghan Stabler**

Sr. Director/Advisor, Business Management, Marketing & Communications  
*CA Technologies*

**Charles (Chuck) Stephens**

Head of Diversity & Inclusion, EMEA  
*Google*

**Bob Witeck**

President & Founder  
*Witeck Communications, Inc.*



HUMAN  
RIGHTS  
CAMPAIGN  
FOUNDATION

1640 Rhode Island Ave., N.W.  
Washington, D.C. 20036

TEL 202-628-4160

TTY 202-216-1572

FAX 866-304-3257

WEBSITE [www.hrc.org/cei](http://www.hrc.org/cei)

E-MAIL [cei@hrc.org](mailto:cei@hrc.org)