

## HRC Corporate Equality Index 2021 Scores by State

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.

Company	HQ City	HQ State	Industry	2021CEI Score	2020 CEI Score
<b>Alabama</b>					
BBVA USA	Birmingham	AL	Banking and Financial Services	100	100
Regions Financial Corp.	Birmingham	AL	Banking and Financial Services	100	100
Bradley Arant Boult Cummings LLP	Birmingham	AL	Law Firms	90	
Burr & Forman LLP	Birmingham	AL	Law Firms	90	90
Books-A-Million Inc.	Birmingham	AL	Retail and Consumer Products	80	80
<b>Arkansas</b>					
Walmart Inc.	Bentonville	AR	Retail and Consumer Products	100	100
Tyson Foods Inc.	Springdale	AR	Food, Beverages and Groceries	90	8S
J.B. Hunt Transport	Lowell	AR	Transportation and Travel	70	20
Windstream Corp.	Little Rock	AR	<b>Telecommunications</b>	70	70
Dillard's Inc.	Little Rock	AR	Retail and Consumer Products	20	20
Murphy USA	El Dorado	AR	Oil and Gas	0	20
<b>Arizona</b>					
GODADDY Inc.	Scottsdale	AZ	Internet Services and Retailing	100	100
Snell&Wilmer	Phoenix	AZ	Law Firms	100	100
University of Phoenix	Phoenix	AZ	Colleges and Universities	100	100
Insight Enterprises Inc.	Tempe	AZ	Computer and Data Services	9S	70
Avnet Inc.	Phoenix	AZ	Computer Hardware and Office Equipment	90	80
PetSmart Inc.	Phoenix	AZ	Retail and Consumer Products	90	90
Republic Services Inc.	Phoenix	AZ	Waste Management	8S	8S
Pinnacle West Capital	Phoenix	AZ	Energy and Utilities	7S	70
ON Semiconductor Corp.	Phoenix	AZ	High-Tech/Photo/Science Equip.	6S	20
Freeport-McMoRan Copper & Gold Inc.	Phoenix	AZ	Mining and Metals	20	20
Magellan Health Services Inc.	Scottsdale	AZ	Healthcare	20	0
<b>California</b>					
Activision Blizzard	Santa Monica	CA	Entertainment and Electronic Media	100	100
Adobe Inc.	San Jose	CA	Computer Software	100	100
Advanced Micro Devices Inc.	Santa Clara	CA	High-Tech/Photo/Science Equip.	100	100
AECOM	Los Angeles	CA	Engineering and Construction	100	100
Airbnb Inc.	<b>San Francisco</b>	CA	Internet Services and Retailing	100	100
Amgen Inc.	Thousand Oaks	CA	Pharmaceuticals	100	100
Anschutz Entertainment Group, Inc.	Los Angeles	CA	Entertainment and Electronic Media	100	100
Apple Inc.	Cupertino	CA	Computer Hardware and Office Equipment	100	100
Applied Materials Inc.	Santa Clara	CA	High-Tech/Photo/Science Equip.	100	100
Ares Management LLC	Los Angeles	CA	Banking and Financial Services	100	
Atlassian	San Francisco	CA	Computer Software	100	100
Autodesk Inc.	San Rafael	CA	Computer Software	100	100
Bank of the West	<b>San Francisco</b>	CA	Banking and Financial Services	100	100
BioMarin Pharmaceutical Inc.	San Rafael	CA	Pharmaceuticals	100	
Blue Shield of California	San Francisco	CA	Healthcare	100	100
Box Inc.	Redwood City	CA	Computer Software	100	100
Cadence Design Systems	San Jose	CA	Computer Software	100	
Capital Group Companies Inc., The	Los Angeles	CA	Banking and Financial Services	100	100
CBRE Inc.	Los Angeles	CA	Real Estate, Commercial	100	100
Charles Schwab & Co. Inc.	San Francisco	CA	Banking and Financial Services	100	100
Chevron Corp.	San Ramon	CA	Oil and Gas	100	100
Chipotle Mexican Grill Inc.	Newport Beach	CA	Food, Beverages and Groceries	100	90
Cisco Systems Inc.	San Jose	CA	Computer Hardware and Office Equipment	100	100
Clorox Co., The	Oakland	CA	Retail and Consumer Products	100	100
Cloudflare Inc	<b>San Francisco</b>	CA	Internet Services and Retailing	100	
Cooley LLP	Palo Alto	CA	Law Firms	100	100
CrowdStrike Inc.	Sunnyvale	CA	Computer Software	100	
CSAA Insurance Group	Walnut Creek	CA	Insurance	100	100
Cubic Corporation	San Diego	CA	Aerospace and Defense	100	
Dropbox Inc.	<b>San Francisco</b>	CA	Computer and Data Services	100	100
E&J Gallo Winery	Modesto	CA	Food, Beverages and Groceries	100	100
eBay Inc.	San Jose	CA	Internet Services and Retailing	100	100
Edison International	Rosemead	CA	Energy and Utilities	100	100
Electronic Arts Inc.	Redwood City	CA	Entertainment and Electronic Media	100	100
Experian North America	Costa Mesa	CA	Computer and Data Services	100	100

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Facebook Inc.	Menlo Park	CA	Internet Services and Retailing	100	100
Farmers Insurance Group	Waadland Hills	CA	<b>Insurance</b>	100	100
Federal Reserve Bank of San Francisco	San Francisco	CA	Banking and Financial Services	100	100
Fenwick & West LLP	Mountain View	CA	Law Firms	100	100
First American Financial Corp.	Santa Ana	CA	Banking and Financial Services	100	100
Franklin Templeton Investments	San Mateo	CA	Banking and Financial Services	100	100
Gap Inc.	San Francisco	CA	Retail and Consumer Products	100	100
Genentech Inc.	South San Francisco	CA	Chemicals and Biotechnology	100	100
Gibson, Dunn & Crutcher LLP	Los Angeles	CA	Law Firms	100	100
Gilead Sciences Inc.	Foster City	CA	Pharmaceuticals	100	100
Google Inc.	Mountain <b>View</b>	CA	Internet Services and Retailing	100	100
Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	Law Firms	100	100
Hewlett Packard Enterprise Co.	San Jose	CA	Computer and Data Services	100	100
HP Inc.	Palo Alto	CA	Computer Hardware and Office Equipment	100	100
Hyundai Motor America	Fountain Valley	CA	Automotive	100	100
Illumina	San Diego	CA	Chemicals and Biotechnology	100	100
Impossible Foods	Redwood City	CA	Food, Beverages and Groceries	100	
Ingram Micro	Irvine	CA	Computer Hardware and Office Equipment	100	100
Instacart	San Francisco	CA	Internet Services and Retailing	100	<b>BS</b>
Intel Corp.	Santa Clara	CA	High-Tech/Photo/Science Equip.	100	100
Intuit Inc.	Mountain <b>View</b>	CA	Computer Software	100	100
<b>Kaiser Permanente</b>	Oakland	CA	Healthcare	100	100
Kimpton Hotel & Restaurant Group LLC	San Francisco	CA	Hotels, Resorts and Casinos	100	100
Korn Ferry	Los Angeles	CA	Consulting and Business Services	100	100
Lam Research Corp.	Fremont	CA	High-Tech/Photo/Science Equip.	100	100
Levi Strauss & Co.	San Francisco	CA	Apparel, Fashion, Textiles, Dept. Stores	100	100
LinkedIn	Sunnyvale	CA	Internet Services and Retailing	100	100
Lions Gate Entertainment Corp.	Santa Monica	CA	Entertainment and Electronic Media	100	100
Littler Mendelson PC	San Francisco	CA	Law Firms	100	100
Live Nation Entertainment Inc.	Beverly Hills	CA	Entertainment and Electronic <b>Media</b>	100	100
Loeb & Loeb LLP	Los Angeles	CA	Law Firms	100	100
Lyft Inc.	San Francisco	CA	Transportation and Travel	100	100
Manatt, Phelps & Phillips LLP	Los Angeles	CA	Law Firms	100	100
Mattel Inc.	El Segundo	CA	Retail and Consumer Products	100	100
McKesson Corp.	San Francisco	CA	Pharmaceuticals	100	100
Medallia Inc.	San Francisco	CA	Computer Software	100	100
Morrison & Foerster LLP	San Francisco	CA	Law Firms	100	100
Munger, Tolles & Olson LLP	Los Angeles	CA	Law Firms	100	100
Netflix Inc.	Los Gatos	CA	Entertainment and Electronic <b>Media</b>	100	100
NortonLifeLock	Mountain <b>View</b>	CA	Computer Software	100	100
NVIDIA Corp.	Santa Clara	CA	High-Tech/Photo/Science Equip.	100	100
O'Melveny & Myers LLP	Los Angeles	CA	Law Firms	100	100
Oracle Corp.	Redwood City	CA	Computer Software	100	100
Orrick, Herrington & Sutcliffe LLP	San Francisco	CA	Law Firms	100	100
Palo Alto Networks	Santa Clara	CA	Computer and Data Services	100	100
Patagonia Inc.	Ventura	CA	Retail and Consumer Products	100	9S
Paul Hastings LLP	Los Angeles	CA	Law Firms	100	100
PayPal Holdings Inc.	San Jose	CA	Internet Services and Retailing	100	100
PG&E Corp.	San Francisco	CA	Energy and Utilities	100	100
PIMCO LLC	Newport Beach	CA	Banking and Financial Services	100	100
Pinterest Inc.	San Francisco	CA	Internet Services and Retailing	100	100
QUALCOMM Inc.	San Diego	CA	Telecommunications	100	90
Quantcast Corp.	San Francisco	CA	Advertising and Marketing	100	100
Quinn Emanuel Urquhart & Sullivan LLP	Los Angeles	CA	Law Firms	100	100
RingCentral Inc.	Belmont	CA	Telecommunications	100	100
Robert Half	Menlo <b>Park</b>	CA	Consulting and Business Services	100	100
Salesforce	San Francisco	CA	Computer Software	100	100
Seagate Technology pie	Cupertino	CA	Computer Hardware and Office Equipment	100	100
Sempra Energy	San Diego	CA	Energy and Utilities	100	100
Sephora	San Francisco	CA	Retail and Consumer Products	100	100

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ServiceNow	Santa Clara	CA	Computer Software	100	
Sheppard, Mullin, Richter & Hampton LLP	Los Angeles	CA	Law Firms	100	100
Sony Electronics Inc.	San Diego	CA	Retail and Consumer Products	100	100
Sony Interactive Entertainment LLC	San Mateo	CA	Entertainment and Electronic Media	100	100
Sony Pictures Entertainment Inc.	Culver City	CA	Entertainment and Electronic Media	100	100
Splunk Inc.	San Francisco	CA	Computer Software	100	
Tesla Inc.	Palo Alto	CA	Automotive	100	100
Twitter Inc.	San Francisco	CA	Internet Services and Retailing	100	100
Uber Technologies Inc.	San Francisco	CA	Computer Software	100	100
Virgin Orbit	Long Beach	CA	Aerospace and Defense	100	95
Visa	San Francisco	CA	Banking and Financial Services	100	100
VMware Inc.	Palo Alto	CA	Computer Software	100	100
Walt Disney Co., The	Burbank	CA	Entertainment and Electronic Media	100	100
Wells Fargo & Co.	San Francisco	CA	Banking and Financial Services	100	100
Western Digital Corp.	San Jose	CA	Computer and Data Services	100	100
Wilson Sonsini Goodrich & Rosati PC	Palo Alto	CA	Law Firms	100	100
Workday Inc.	Pleasanton	CA	Computer Software	100	100
Yelp Inc.	San Francisco	CA	Internet Services and Retailing	100	100
Zendesk Inc	San Francisco	CA	Computer Software	100	100
AMN Healthcare Services Inc.	San Diego	CA	Healthcare	95	95
Blend	San Francisco	CA	Computer Software	95	
Buchalter, a Professional Corporation	Los Angeles	CA	Law Firms	95	
Coinbase Inc.	San Francisco	CA	Internet Services and Retailing	95	
Mozilla Corporation	Mountain View	CA	Computer Software	95	95
New Relic Inc.	San Francisco	CA	Computer Software	95	95
Pacific Life Insurance Co.	Newport Beach	CA	Banking and Financial Services	95	85
Parsons Corporation	Pasadena	CA	Engineering and Construction	95	80
Riot Games Inc.	Los Angeles	CA	Entertainment and Electronic Media	95	
SYNNEX Corp.	Fremont	CA	Computer Hardware and Office Equipment	95	95
Avery Dennison	Glendale	CA	Manufacturing	90	85
Equinix	Redwood City	CA	Internet Services and Retailing	90	
Guess? Inc.	Los Angeles	CA	Apparel, Fashion, Textiles, Dept. Stores	90	90
Livongo	Mountain View	CA	Healthcare	90	
NetApp Inc.	Sunnyvale	CA	Computer Software	90	90
Ross Stores Inc.	Dublin	CA	Retail and Consumer Products	90	85
Teradata Corp.	San Diego	CA	Computer Software	90	
Williams-Sonoma Inc.	San Francisco	CA	Retail and Consumer Products	90	90
ZenPayroll Inc. dba Gusto	San Francisco	CA	Consulting and Business Services	90	
Agilent Technologies Inc.	Santa Clara	CA	Chemicals and Biotechnology	85	75
American Honda Motor Co.	Torrance	CA	Automotive	85	85
Berkeley Research Group LLC	Emeryville	CA	Consulting and Business Services	85	
CooperCompanies	San Ramon	CA	Healthcare	85	
Cornerstone OnDemand Inc.	Santa Monica	CA	Computer Software	85	
LendingClub	San Francisco	CA	Banking and Financial Services	85	
Sunrun Inc.	San Francisco	CA	Energy and Utilities	85	70
Xperi Holdings Corporation	San Jose	CA	Computer Software	85	
Esurance Inc.	San Francisco	CA	Insurance	75	75
Young's Market Co.	Tustin	CA	Food, Beverages and Groceries	75	75
American Apparel LLC	Los Angeles	CA	Apparel, Fashion, Textiles, Dept. Stores	70	70
Cloudera Inc.	Palo Alto	CA	Computer Software	70	70
Oaktree Capital Management LP	Los Angeles	CA	Banking and Financial Services	70	
Avaya Inc.	Santa Clara	CA	Computer Software	65	60
Veritas Technologies LLC	Mountain View	CA	Computer Software	60	60
SurveyMonkey Inc.	San Mateo	CA	Internet Services and Retailing	55	
CoreLogic	Irvine	CA	Banking and Financial Services	50	50
Molina Healthcare Inc.	Long Beach	CA	Healthcare	40	40
SBE	Los Angeles	CA	Hotels, Resorts and Casinos	40	40
Vision Service Plan	Rancho Cordova	CA	Healthcare	40	40
Dole Food Co. Inc.	Westlake Village	CA	Food, Beverages and Groceries	30	30
KB Home	Los Angeles	CA	Engineering and Construction	30	30

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KLA Corporation	Milpitas	CA	High-Tech/Photo/Science Equip.	30	30
Broadcom Inc.	Irvine	CA	High-Tech/Photo/Science Equip.	20	
Reliance Steel & Aluminum Co.	Los Angeles	CA	Mining and Metals	20	0
Sanmina-SCI	San Jose	CA	High-Tech/Photo/Science Equip.	20	20
A-Mark Precious Metals	El Segundo	CA	Banking and Financial Services	0	0
<b>Colorado</b>					
Arcadis U.S. Inc.	Highlands Ranch	CO	Engineering and Construction	100	95
Arrow Electronics	Centennial	CO	Computer and Data Services	100	100
Ball Corp.	Westminster	CO	Manufacturing	100	95
Brownstein Hyatt Farber Schreck LLP	Denver	CO	Law Firms	100	9S
Holland & Hart LLP	Denver	CO	Law Firms	100	100
Janus Henderson Investors	Denver	CO	Banking and Financial Services	100	100
National CineMedia Inc.	Centennial	CO	Advertising and Marketing	100	100
New Belgium Brewing Company	Fort Collins	CO	Food, Beverages and Groceries	100	
Newmont Corp.	Greenwood Village	CO	Mining and Metals	100	75
Empower Retirement	Greenwood Village	CO	Banking and Financial Services	85	85
Western Union Co., The	Denver	CO	Banking and Financial Services	85	80
Re/Max LLC	Denver	CO	Real Estate, Residential	55	
DCP Midstream Partners	Denver	CO	Oil and Gas	20	20
DISH Network Corp.	Englewood	CO	Telecommunications	10	20
Liberty Media Corp.	Englewood	CO	Entertainment and Electronic Media	0	
<b>Connecticut</b>					
AQR Capital Management LLC	Greenwich	CT	Banking and Financial Services	100	100
Boehringer Ingelheim USA Corp.	Ridgefield	CT	Pharmaceuticals	100	100
Bridgewater Associates LP	Westport	CT	Banking and Financial Services	100	100
CIGNA Corp.	Bloomfield	CT	Healthcare	100	100
Diageo North America	Norwalk	CT	Retail and Consumer Products	100	100
FactSet Research Systems Inc.	Norwalk	CT	Computer and Data Services	100	100
Gartner Inc.	Stamford	CT	Consulting and Business Services	100	100
Hartford Financial Services Group Inc., The	Hartford	CT	Insurance	100	100
Nestle Waters North America Inc.	Stamford	CT	Food, Beverages and Groceries	100	100
Otis Worldwide Corporation	Farmington	CT	Manufacturing	100	
Pitney Bowes Inc.	Stamford	CT	Mail and Freight Delivery	100	8S
Stanley Black & Decker Inc.	New Britain	CT	Manufacturing	100	100
Synchrony	Stamford	CT	Banking and Financial Services	100	100
Thomson Reuters	Stamford	CT	Miscellaneous	100	100
Xerox Corp.	Norwalk	CT	Computer Hardware and Office Equipment	100	100
Charter Communications	Stamford	CT	Telecommunications	90	90
Linde	Danbury	CT	Oil and Gas	90	90
XPO Logistics	Greenwich	CT	Mail and Freight Delivery	85	85
Ethan Allen Interiors Inc.	Danbury	CT	Retail and Consumer Products	75	75
Amphenol Corp.	Wallingford	CT	High-Tech/Photo/Science Equip.	20	20
Booking Holdings Inc.	Norwalk	CT	Internet Services and Retailing	20	
EMCOR Group Inc.	Norwalk	CT	Engineering and Construction	20	20
Frontier Communications	Norwalk	CT	Telecommunications	20	20
W.R. Berkley	Greenwich	CT	Insurance	0	20
<b>District of Columbia</b>					
Akin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	Law Firms	100	100
Arent Fox LLP	Washington	DC	Law Firms	100	100
Arnold & Porter Kaye Scholer LLP	Washington	DC	Law Firms	100	100
Buckley LLP	Washington	DC	Law Firms	100	100
Carlyle Group LP, The	Washington	DC	Banking and Financial Services	100	100
Chemonics International Inc	Washington	DC	Consulting and Business Services	100	6S
Covington & Burling LLP	Washington	DC	Law Firms	100	100
Crowell & Moring LLP	Washington	DC	Law Firms	100	100
Danaher Corp.	Washington	DC	Manufacturing	100	100
Dentons US LLP	Washington	DC	Law Firms	100	100
EAB	Washington	DC	Consulting and Business Services	100	100
Federal National Mortgage Association (Fannie Mae)	Washington	DC	Banking and Financial Services	100	100
Financial Industry Regulatory Authority Inc.	Washington	DC	Banking and Financial Services	100	100

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Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	Law Firms	100	100
Guidehouse	Washington	DC	Consulting and Business Services	100	100
Hogan Lovells US LLP	Washington	DC	Law Firms	100	100
Hunton Andrews Kurth LLP	Washington	DC	Law Firms	100	95
Siemens Corp.	Washington	DC	Manufacturing	100	100
Step toe & Johnson LLP	Washington	DC	Law Firms	100	100
Vax Media Inc.	Washington	DC	Entertainment and Electronic Media	100	100
Wiley Rein LLP	Washington	DC	Law Firms	100	100
Wilmer Cutler Pickering Hale & Dorr LLP	Washington	DC	Law Firms	100	100
Williams & Connolly LLP	Washington	DC	Law Firms	90	
<b>Delaware</b>					
AstraZeneca PLC	Wilmington	DE	Pharmaceuticals	100	100
Corteva Agriscience	Wilmington	DE	Chemicals and Biotechnology	100	100
E. I. du Pont de Nemours and Co. (DuPont)	Wilmington	DE	High-Tech/Photo/Science Equip.	100	100
Highmark Blue Cross Blue Shield Delaware	Wilmington	DE	Healthcare	100	100
Navient	Wilmington	DE	Banking and Financial Services	90	90
The Chemours Company	Wilmington	DE	Chemicals and Biotechnology	80	80
SLM Corp. (Sallie Mae)	Newark	DE	Banking and Financial Services	70	55
<b>Florida</b>					
Akeman LLP	Miami	FL	Law Firms	100	100
Black Knight Inc.	Jacksonville	FL	Computer and Data Services	100	100
Blue Cross Blue Shield of Florida Inc.	Jacksonville	FL	<b>Insurance</b>	100	100
Carlton Fields P.A.	Tampa	FL	Law Firms	100	100
Carnival Corp.	Miami	FL	Transportation and Travel	100	100
Carrier Global Corporation	Palm Beach Gardens	FL	Manufacturing	100	
Citrix Systems Inc.	Fort Lauderdale	FL	Computer and Data Services	100	100
Fidelity National Information Services Inc.	Jacksonville	FL	Banking and Financial Services	100	100
Hertz Global Holdings Inc.	Ester o	FL	Transportation and Travel	100	100
Holland & Knight LLP	Brandon	FL	Law Firms	100	100
L3 Harris Technologies	Melbourne	FL	Aerospace and Defense	100	100
Office Depot Inc.	Boca Raton	FL	Retail and Consumer Products	100	100
Raymond James Financial Inc.	St. Petersburg	FL	Banking and Financial Services	100	100
Restaurant Brands International	Miami	FL	Food, Beverages and Groceries	100	100
Royal Caribbean Cruises Ltd.	<b>Miami</b>	FL	Transportation and Travel	100	100
Seacoast National Bank	Stuart	FL	Banking and Financial Services	100	100
Tech <b>Data</b> Corp.	Clearwater	FL	Computer and Data Services	100	100
UKG (Ultimate Kronos Group)	Weston	FL	Computer Software	100	90
<b>Univision Communications Inc.</b>	Miami	FL	Entertainment and Electronic Media	100	100
WellCare Health Plans Inc.	Tampa	FL	Healthcare	100	100
Wyndham Destinations	Orlando	FL	Hotels, Resorts and Casinos	100	100
Darden Restaurants Inc.	Orlando	FL	Food, Beverages and Groceries	90	90
Infoma PLC	Sarasota	FL	Miscellaneous	90	90
Southeastern Grocers, Inc.	Jacksonville	FL	Food, Beverages and Groceries	85	
CSX Corp.	Jacksonville	FL	Transportation and Travel	80	80
Ryder System Inc.	Miami	FL	Transportation and Travel	80	80
Chico's FAS Inc.	Fort Myers	FL	Retail and Consumer Products	75	75
Bloomin' Brands Inc.	Tampa	FL	Food, Beverages and Groceries	50	50
Mosaic Co.	Tampa	FL	Mining and Metals	50	60
NextEra Energy Inc.	Juno Beach	FL	Energy and Utilities	50	50
Fidelity National Financial Corp.	Jacksonville	FL	Banking and Financial Services	20	20
Jabil Circuit Inc.	St. Petersburg	FL	Manufacturing	20	20
Lennar Corp.	Miami	FL	Engineering and Construction	20	20
World Fuel Services	Miami	FL	Oil and Gas	20	20
MasTec Inc.	Coral Gables	FL	Engineering and Construction	10	10
AutoNation Inc.	Fort Lauderdale	FL	Automotive	0	
Publix Super Markets Inc.	Lakeland	FL	Food, Beverages and Groceries	0	0
<b>Georgia</b>					
Alston & Bird LLP	Atlanta	GA	Law Firms	100	100
Coca-Cola Co., The	Atlanta	GA	Food, Beverages and Groceries	100	100
Cox Enterprises Inc.	Atlanta	GA	Telecommunications	100	100

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Eversheds Sutherland (US) LLP	Atlanta	GA	Law Firms	100	100
Federal Reserve Bank of Atlanta	Atlanta	GA	Banking and Financial Services	100	100
Fisher & Phillips LLP	Atlanta	GA	Law Firms	100	70
Global Payments Inc.	Atlanta	GA	Banking and Financial Services	100	100
Intercontinental Hotels Group Americas	Atlanta	GA	Hotels, Resorts and Casinos	100	100
Invesco Ltd.	Atlanta	GA	Banking and Financial Services	100	85
Kilpatrick Townsend & Stockton LLP	Atlanta	GA	Law Firms	100	100
King & Spalding LLP	Atlanta	GA	Law Firms	100	100
Morris, Manning & Martin LLP	Atlanta	GA	Law Firms	100	100
NCR Corp.	Atlanta	GA	Computer Software	100	100
Newell Brands Inc.	Atlanta	GA	Retail and Consumer Products	100	60
Randstad USA	Atlanta	GA	Consulting and Business Services	100	90
Southern Co.	Atlanta	GA	Energy and Utilities	100	100
Troutman Pepper Hamilton Sanders LLP	Atlanta	GA	Law Firms	100	100
Truist Financial	Atlanta	GA	Banking and Financial Services	100	100
United Parcel Service Inc.	Atlanta	GA	Mail and Freight Delivery	100	100
WestRock	Atlanta	GA	Manufacturing	100	90
North Highland	Atlanta	GA	Consulting and Business Services	95	
Home Depot Inc., The	Atlanta	GA	Retail and Consumer Products	90	90
Aflac Inc.	Columbus	GA	Insurance	85	70
Delta Air Lines Inc.	Atlanta	GA	Airlines	85	85
PulteGroup Inc.	Atlanta	GA	Engineering and Construction	85	20
Travelport Ltd.	Atlanta	GA	Computer and Data Services	75	50
Veritiv	Atlanta	GA	Forest and Paper Products	75	20
Asbury Automotive Group	Duluth	GA	Automotive	20	20
Genuine Parts Co.	Atlanta	GA	Miscellaneous	20	20
Graphic Packaging Corp.	Atlanta	GA	Manufacturing	20	
HD Supply	Atlanta	GA	Retail and Consumer Products	20	20
Intercontinental Exchange	Atlanta	GA	Banking and Financial Services	20	20
Agco	Duluth	GA	High-Tech/Photo/Science Equip.	10	10
Mohawk Industries Inc.	Calhoun	GA	Manufacturing	0	30
<b>Hawaii</b>					
Hawaiian Airlines Inc.	Honolulu	HI	Airlines	80	85
<b>Iowa</b>					
Principal Financial Group	Des Moines	IA	Insurance	100	100
Transamerica Corp., The	Cedar Rapids	IA	Insurance	100	100
Wellmark Inc.	Des Moines	IA	Insurance	100	100
Meredith Corp.	Des Moines	IA	Publishing and Printing	85	90
Athene Holding Ltd.	West Des Moines	IA	Insurance	80	
Casey's General Stores Inc.	Ankeny	IA	Retail and Consumer Products	0	0
<b>Idaho</b>					
Micron Technology Inc.	Boise	ID	Manufacturing	100	85
Battelle Energy Alliance (Idaho National Laboratory)	Idaho Falls	ID	Energy and Utilities	95	95
Albertsons Companies Inc.	Boise	ID	Retail and Consumer Products	80	75
<b>Illinois</b>					
AbbVie Inc.	North Chicago	IL	Pharmaceuticals	100	100
Alight Solutions	Lincolnshire	IL	Consulting and Business Services	100	100
Aon plc	Chicago	IL	Consulting and Business Services	100	100
Arthur J. Gallagher & Co.	Rolling Meadows	IL	Insurance	100	100
Astellas Pharma US Inc.	Northbrook	IL	Pharmaceuticals	100	100
Baker & McKenzie LLP	Chicago	IL	Law Firms	100	100
Barilla America Inc.	Northbrook	IL	Food, Beverages and Groceries	100	100
Baxter International Inc.	Deerfield	IL	Healthcare	100	100
Beam Suntory	Chicago	IL	Food, Beverages and Groceries	100	
BMO Financial Corp.	Chicago	IL	Banking and Financial Services	100	100
Capgemini America, INC	Chicago	IL	Consulting and Business Services	100	100
CDW Corp.	Lincolnshire	IL	Computer Hardware and Office Equipment	100	100
Chapman and Cutler LLP	Chicago	IL	Law Firms	100	100
CME Group Inc.	Chicago	IL	Banking and Financial Services	100	100
CNA Financial Corporation	Chicago	IL	Insurance	100	100

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Company	HQ City	HQ State	Industry	2021CEI Score	2020 CEI Score
Conagra Brands Inc.	Chicago	IL	Retail and Consumer Products	100	100
Cushman & Wakefield	Chicago	IL	Real Estate, Commercial	100	100
Discover Financial Services	Riverwoods	IL	Banking and Financial Services	100	100
Exelon Corp.	Chicago	IL	Energy and Utilities	100	100
Faegre Drinker Biddle & Reath LLP	Chicago	IL	Law Firms	100	100
Federal Reserve Bank of Chicago	Chicago	IL	Banking and Financial Services	100	100
Grant Thornton LLP	Chicago	IL	Consulting and Business Services	100	100
Groupon Inc.	Chicago	IL	Retail and Consumer Products	100	100
Health Care Service Corp.	Chicago	IL	Insurance	100	100
HERE North America LLC	Chicago	IL	Computer and Data Services	100	100
Hinshaw & Culbertson LLP	Chicago	IL	Law Firms	100	100
Huron Consulting Group Inc.	Chicago	IL	Consulting and Business Services	100	100
Hyatt Hotels Corp.	Chicago	IL	Hotels, Resorts and Casinos	100	100
Information Resources Inc.	Chicago	IL	Computer and Data Services	100	100
Jenner & Block LLP	Chicago	IL	Law Firms	100	100
JLL	Chicago	IL	Real Estate, Commercial	100	100
Katten Muchin Rosenman LLP	Chicago	IL	Law Firms	100	100
Kearney	Chicago	IL	Consulting and Business Services	100	100
Kirkland & Ellis LLP	Chicago	IL	Law Firms	100	100
Kraft Heinz Company, The	Chicago	IL	Food, Beverages and Groceries	100	100
Leo Burnett Company Inc.	Chicago	IL	Advertising and Marketing	100	100
Mayer Brown LLP	Chicago	IL	Law Firms	100	100
McDermott Will & Emery LLP	Chicago	IL	Law Firms	100	100
McDonald's Corp.	Oak Brook	IL	Food, Beverages and Groceries	100	100
Mesirow Financial Holdings Inc.	Chicago	IL	Banking and Financial Services	100	100
Molson Coors Brewing	Chicago	IL	Food, Beverages and Groceries	100	100
Mondelez International Inc.	Chicago	IL	Retail and Consumer Products	100	100
Morningstar Inc.	Chicago	IL	Banking and Financial Services	100	100
Motorola Solutions Inc.	Chicago	IL	Telecommunications	100	100
Northern Trust Corp.	Chicago	IL	Banking and Financial Services	100	100
Peapod Digital Labs LLC	Chicago	IL	Food, Beverages and Groceries	100	100
Perkins and Will Inc.	Chicago	IL	Engineering and Construction	100	100
RSM US LLP	Chicago	IL	Consulting and Business Services	100	100
Schiff Hardin LLP	Chicago	IL	Law Firms	100	100
Seyfarth Shaw LLP	Chicago	IL	Law Firms	100	100
Sidley Austin LLP	Chicago	IL	Law Firms	100	100
Softchoice Corp.	Chicago	IL	Consulting and Business Services	100	95
State Farm Group	Bloomington	IL	Insurance	100	100
Takeda Pharmaceuticals USA Inc.	Deerfield	IL	Pharmaceuticals	100	100
TransUnion	Chicago	IL	Banking and Financial Services	100	100
U.S. Cellular	Chicago	IL	Telecommunications	100	100
United Airlines Holdings, Inc.	Chicago	IL	Airlines	100	100
Univar Solutions Inc.	Downers Grove	IL	Chemicals and Biotechnology	100	85
W.W. Grainger Inc.	Lake Forest	IL	Miscellaneous	100	100
Walgreen Co.	Deerfield	IL	Retail and Consumer Products	100	100
West Monroe Partners LLC	Chicago	IL	Consulting and Business Services	100	95
William Blair & Company LLC	Chicago	IL	Banking and Financial Services	100	95
Winston & Strawn LLP	Chicago	IL	Law Firms	100	100
ZS Associates Inc.	Evanston	IL	Consulting and Business Services	100	100
Abbott Laboratories	Abbott Park	IL	Healthcare	95	90
Allstate Insurance Co.	Northbrook	IL	Insurance	95	95
Ingredion Inc.	Westchester	IL	Manufacturing	95	70
R.R. Donnelley & Sons Co.	Chicago	IL	Advertising and Marketing	95	95
Archer Daniels Midland Co.	Chicago	IL	Manufacturing	90	70
Boeing Co.	Chicago	IL	Aerospace and Defense	90	90
Deere&Co.	Moline	IL	Manufacturing	90	90
Zurich North America	Schaumburg	IL	Insurance	90	90
True Value Co. LLC	Chicago	IL	Miscellaneous	85	75
Caterpillar Inc.	Deerfield	IL	Manufacturing	80	80
Illinois Tool Works Inc.	Glenview	IL	Manufacturing	80	60

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Crate and Barrel / CB2	Northbrook	IL	Retail and Consumer Products	75	80
US Foods Inc.	Rosemont	IL	Food, Beverages and Groceries	75	30
Essendant	Deerfield	IL	Miscellaneous	70	10
USG Corp.	Chicago	IL	Manufacturing	40	40
Dover Corp.	<b>Downers Grove</b>	IL	High-Tech/Photo/Science Equip.	20	0
LKQ Corp.	Chicago	IL	Automotive	20	0
Old Republic International	Chicago	IL	<b>Insurance</b>	20	20
Packaging Corporation of America	Lake Forest	IL	Miscellaneous	20	20
Tenneco Inc.	Lake Forest	IL	Automotive	20	10
TreeHouse Foods Inc.	Oak Brook	IL	Food, Beverages and Groceries	20	20
Ulta Salon, Cosmetics & Fragrance	Bolingbrook	IL	Retail and Consumer Products	20	20
<b>Indiana</b>					
Anthem Inc.	Indianapolis	<b>IN</b>	Healthcare	100	100
Cummins Inc.	Columbus	<b>IN</b>	Manufacturing	100	100
Eli Lilly&Co.	Indianapolis	<b>IN</b>	Pharmaceuticals	100	100
Ice Miller LLP	Indianapolis	<b>IN</b>	Law Firms	100	100
Roche Diagnostics Corp.	Indianapolis	<b>IN</b>	Chemicals and Biotechnology	100	100
CNO Financial Group Inc.	Carmel	<b>IN</b>	Banking and Financial Services	95	<b>85</b>
Barnes & Thornburg LLP	Indianapolis	<b>IN</b>	Law Firms	90	80
NiSource Inc.	Merrillville	<b>IN</b>	Energy and Utilities	90	90
Old National Bank	Evansville	<b>IN</b>	Banking and Financial Services	90	90
Steel Dynamics Inc.	Fort Wayne	<b>IN</b>	Manufacturing	55	55
Emmis Communications Corporation	Indianapolis	<b>IN</b>	Advertising and Marketing	50	50
Berry Global, Inc.	Evansville	<b>IN</b>	Manufacturing	20	20
Simon Property Group Inc.	Indianapolis	<b>IN</b>	Real Estate, Commercial	20	20
Thor Industries Inc.	Elkhart	<b>IN</b>	Automotive	20	0
<b>Kansas</b>					
AMC Entertainment Inc.	Lakewood	KS	Entertainment and Electronic Media	100	100
Black & Veatch Holding Inc.	Overland Park	KS	Engineering and Construction	100	100
Waddell & Reed Financial Inc.	Overland Park	KS	Banking and Financial Services	100	95
Spirit AeroSystems Inc.	Wichita	KS	Manufacturing	85	95
Seaboard Corp.	Merriam	KS	Food, Beverages and Groceries	0	0
<b>Kentucky</b>					
Brown-Forman Corp.	Louisville	KY	Food, Beverages and Groceries	100	100
GE Appliances	Louisville	KY	Retail and Consumer Products	100	100
Humana Inc.	Louisville	KY	Healthcare	100	100
Lexmark International Inc.	Lexington	KY	Computer Hardware and Office Equipment	100	100
Papa John's International Inc.	Louisville	KY	Food, Beverages and Groceries	100	90
Yum! Brands Inc.	Louisville	KY	Food, Beverages and Groceries	95	80
Kindred Healthcare	Louisville	KY	Healthcare	90	70
Ashland Inc.	Covington	KY	Chemicals and Biotechnology	40	40
<b>Louisiana</b>					
Lumen Technologies	Monroe	LA	Telecommunications	100	100
Entergy Corp.	New Orleans	LA	Energy and Utilities	90	85
Galloway, Johnson, Tompkins, Burr & Smith PLC	New Orleans	LA	Law Firms	90	100
Blue Cross and Blue Shield of Louisiana	Baton Rouge	LA	Insurance	70	70
<b>Massachusetts</b>					
Akamai Technologies Inc.	Cambridge	<b>MA</b>	Internet Services and Retailing	100	100
Bain & Co. Inc./ Bridgespan Group	Boston	<b>MA</b>	Consulting and Business Services	100	100
Berkshire Bank	Boston	<b>MA</b>	Banking and Financial Services	100	
Biogen	Cambridge	<b>MA</b>	Chemicals and Biotechnology	100	100
Blue Cross Blue Shield of Massachusetts	Boston	<b>MA</b>	Insurance	100	100
Boston Consulting Group	Boston	<b>MA</b>	Consulting and Business Services	100	100
Boston Scientific Corp.	Marlborough	<b>MA</b>	Healthcare	100	100
Brown Rudnick LLP	Boston	<b>MA</b>	Law Firms	100	100
Cambridge Associates LLC	Boston	<b>MA</b>	Banking and Financial Services	100	
Cengage Learning Inc.	Boston	<b>MA</b>	Education and Child Care	100	90
Choate, Hall & Stewart LLP	Boston	<b>MA</b>	Law Firms	100	100
Cimpres USA Inc	Waltham	<b>MA</b>	Publishing and Printing	100	90
Digitas	Boston	<b>MA</b>	Advertising and Marketing	100	100



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Dunkin' Brands Group Inc.	Canton	MA	Food, Beverages and Groceries	100	100
Eastern Bank Corporation/Eastern Bankshares, Inc.	Boston	MA	Banking and Financial Services	100	100
Eaton Vance	Boston	MA	Banking and Financial Services	100	100
EMD Sereno, MilliporeSigma, and EMD Performance Mat.	Burlington	MA	Chemicals and Biotechnology	100	90
Federal Reserve Bank of Boston	Boston	MA	Banking and Financial Services	100	100
Fish & Richardson PC	Boston	MA	Law Firms	100	100
Foley Hoag LLP	Boston	MA	Law Firms	100	100
Goodwin Procter LLP	Boston	MA	Law Firms	100	100
Goulston & Storrs	Boston	MA	Law Firms	100	100
Hanover Insurance Group Inc., The	Worcester	MA	Insurance	100	100
Harvard Pilgrim Health Care Inc.	Wellesley	MA	Healthcare	100	100
Iron Mountain Inc.	Boston	MA	Consulting and Business Services	100	100
John Hancock Financial Services Inc.	Boston	MA	Banking and Financial Services	100	100
Liberty Mutual Group	Boston	MA	Insurance	100	100
LPL Financial Holdings Inc.	Boston	MA	Banking and Financial Services	100	100
Massachusetts Mutual Life Insurance Co.	Springfield	MA	Insurance	100	100
Mintz, Levin, Cohn, Ferris, Glovsky & Popeck PC	Boston	MA	Law Firms	100	100
National Grid USA	Waltham	MA	Energy and Utilities	100	100
Nixon Peabody LLP	Boston	MA	Law Firms	100	100
Nuance Communications	Burlington	MA	Computer Software	100	100
Ocean Spray Cranberries Inc.	Lakeville-Middleboro	MA	Food, Beverages and Groceries	100	100
Philips	Cambridge	MA	Healthcare	100	90
Publicis Sapient	Boston	MA	Advertising and Marketing	100	100
Raytheon Technologies Corp.	Waltham	MA	Aerospace and Defense	100	
Rockland Trust Co.	Rockland	MA	Banking and Financial Services	100	100
Ropes & Gray LLP	Boston	MA	Law Firms	100	100
Staples Inc.	Framingham	MA	Consulting and Business Services	100	100
State Street Corp.	Boston	MA	Banking and Financial Services	100	100
Sun Life	Wellesley Hills	MA	Insurance	100	100
The Stop & Shop Supermarket Company, LLC	Quincy	MA	Food, <b>Beverages</b> and Groceries	100	100
Thermo Fisher Scientific Inc.	Waltham	MA	Chemicals and Biotechnology	100	100
TripAdvisor Inc.	Needham	MA	Internet Services and Retailing	100	100
Tufts Health Plan	Watertown	MA	Insurance	100	100
Vertex Pharmaceuticals Inc.	Boston	MA	Pharmaceuticals	100	100
Wayfair	Boston	MA	Internet Services and Retailing	100	85
American Tower Corp.	Boston	MA	<b>Telecommunications</b>	95	85
Houghton Mifflin Harcourt Co.	Boston	MA	Law Firms	95	85
Waters Corp.	Milford	MA	High-Tech/Photo/Science Equip.	95	
AthenaHealth Inc.	Watertown	MA	Computer Software	90	90
BJ's Wholesale Club	Westborough	MA	Retail and Consumer Products	90	90
Bright Horizons	Watertown	MA	Education and Child Care	90	90
General Electric Co.	Boston	MA	Manufacturing	90	90
PTC Inc	Boston	MA	Computer Software	90	90
TJX Companies Inc., The	Framingham	MA	Retail and Consumer Products	90	90
Eversource Energy	Springfield	MA	Energy and Utilities	85	85
Fidelity Investments	Boston	MA	Banking and Financial Services	85	85
Schneider Electric	Andover	MA	Energy and Utilities	85	100
Parexel International Corp.	<b>Billerica</b>	MA	Pharmaceuticals	80	80
Toast, Inc.	Boston	MA	Computer and Data Services	65	
Analog Devices Inc.	Norwood	MA	High-Tech/Photo/Science Equip.	20	
Global Partners	Waltham	MA	Energy and Utilities	20	20
<b>Maryland</b>					
Brown Advisory	Baltimore	MD	Banking and Financial Services	100	100
CareFirst Inc.	Baltimore	MD	Insurance	100	100
Choice Hotels International Inc.	Rockville	MD	Hotels, Resorts and Casinos	100	100
DLA Piper	Baltimore	MD	Law Firms	100	100
Giant of Maryland LLC	Landover	MD	Retail and Consumer Products	100	100
Lockheed Martin Corp.	Bethesda	MD	Aerospace and Defense	100	100
Marriott International Inc.	Bethesda	MD	Hotels, Resorts and Casinos	100	100
Sodexo Inc.	Gaithersburg	MD	Food, Beverages and Groceries	100	100

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T. Rowe Price Associates Inc.	Baltimore	MD	Banking and Financial Services	100	100
The Knot Worldwide	Chevy Chase	MD	Internet Services and Retailing	100	100
Under Armour Inc.	Baltimore	MD	Apparel, Fashion, Textiles, Dept. Stores	100	100
McComick & Company Inc.	Hunt Valley	MD	Food, Beverages and Groceries	90	90
Enterprise Community Partners	Columbia	MD	Real Estate, Residential	85	
Host Hotels & Resorts Inc.	Bethesda	MD	Real Estate, Commercial	80	80
Discovery Communications Inc.	Silver Spring	MD	Entertainment and Electronic Media	20	20
<b>Maine</b>					
Hannaford Supermarkets	Scarborough	ME	Food, Beverages and Groceries	100	100
LL Bean Inc.	Freeport	ME	Apparel, Fashion, Textiles, Dept. Stores	90	50
<b>Michigan</b>					
Ally Financial Inc.	Detroit	MI	Banking and Financial Services	100	100
Dickinson Wright PLLC	Detroit	MI	Law Firms	100	100
Dow	Midland	MI	Chemicals and Biotechnology	100	100
Dykema Gossett PLLC	Detroit	MI	Law Firms	100	100
Herman Miller Inc.	Zeeland	MI	Manufacturing	100	100
Kellogg Co.	Battle Creek	MI	Food, Beverages and Groceries	100	100
Kelly Services Inc.	Troy	MI	Consulting and Business Services	100	100
Meijer Inc.	Grand Rapids	MI	Retail and Consumer Products	100	100
Steelcase Inc.	Grand Rapids	MI	Manufacturing	100	100
Stryker Corp.	Kalamazoo	MI	Manufacturing	100	100
Whirlpool Corp.	Benton Harbor	MI	Manufacturing	100	100
Consumers Energy	Jackson	MI	Energy and Utilities	90	75
FCA US LLC	Auburn Hills	MI	Manufacturing	90	90
General Motors Co.	Detroit	MI	Manufacturing	90	90
Lear Corp.	Southfield	MI	Automotive	90	90
Mercedes-Benz Financial Services USA LLC (MBFS)	Farmington Hills	MI	Banking and Financial Services	90	85
Robert Bosch Corp.	Farmington Hills	MI	Manufacturing	90	95
Blue Cross Blue Shield of Michigan	Detroit	MI	Insurance	85	85
Flagstar Bancorp Inc.	Troy	MI	Banking and Financial Services	80	
Ford Motor Co.	Dearborn	MI	Automotive	80	90
Masco Corp.	Livonia	MI	Manufacturing	80	80
BorgWarner Inc.	Auburn Hills	MI	Manufacturing	75	65
Domino's Pizza Inc.	Ann Arbor	MI	Food, Beverages and Groceries	75	65
DTE Energy Co.	Detroit	MI	Energy and Utilities	75	75
The Auto Club Group	Dearborn	MI	<b>Insurance</b>	75	60
SpartanNash	Byron Center	MI	Food, Beverages and Groceries	65	65
Howard & Howard Attorneys PLLC	Royal Oak	MI	Law Firms	60	60
American Axle & Manufacturing	Detroit	MI	Automotive	20	20
Autoliv Inc.	Auburn Hills	MI	Automotive	20	20
Penske Automotive Group Inc.	Bloomfield Hills	MI	Automotive	20	20
Auto-Owners Insurance Group	Lansing	MI	<b>Insurance</b>	0	0
<b>Minnesota</b>					
3M Co.	St. Paul	<b>MN</b>	Manufacturing	100	100
Allianz Life Insurance Co. of North America	Minneapolis	<b>MN</b>	Insurance	100	100
Best Buy Co. Inc.	Richfield	<b>MN</b>	Retail and Consumer Products	100	100
Blue Cross Blue Shield of Minnesota	Eagan	<b>MN</b>	<b>Insurance</b>	100	100
Cargill Inc.	Wayzata	<b>MN</b>	Food, Beverages and Groceries	100	100
Carlson Inc.	Minnetonka	<b>MN</b>	Transportation and Travel	100	100
Dorsey & Whitney LLP	Minneapolis	<b>MN</b>	Law Firms	100	100
Ecolab Inc.	St. Paul	<b>MN</b>	Chemicals and Biotechnology	100	100
Federal Reserve Bank of Minneapolis	Minneapolis	<b>MN</b>	Banking and Financial Services	100	100
Fredrikson & Byron	Minneapolis	<b>MN</b>	Law Firms	100	100
General Mills Inc.	Minneapolis	<b>MN</b>	Food, Beverages and Groceries	100	100
Great River Energy	Maple Grove	<b>MN</b>	Energy and Utilities	100	90
Medtronic PLC	Minneapolis	<b>MN</b>	High-Tech/Photo/Science Equip.	100	100
RBC Wealth Management	Minneapolis	<b>MN</b>	Banking and Financial Services	100	100
Robins Kaplan LLP	Minneapolis	<b>MN</b>	Law Firms	100	100
Target Corp.	Minneapolis	<b>MN</b>	Retail and Consumer Products	100	100
U.S. Bancorp	Minneapolis	<b>MN</b>	Banking and Financial Services	100	100

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UnitedHealth Group Inc.	Minnetonka	<b>MN</b>	Healthcare	100	100
Xcel Energy Inc.	Minneapolis	<b>MN</b>	Energy and Utilities	100	100
Hormel Foods Corp.	Austin	<b>MN</b>	Food, Beverages and Groceries	95	95
Ameriprise Financial Inc.	Minneapolis	<b>MN</b>	Banking and Financial Services	90	90
Land O'Lakes Inc.	Arden Hills	<b>MN</b>	Food, Beverages and Groceries	90	90
North Memorial Health	Robbinsdale	<b>MN</b>	Healthcare	90	90
Securian Financial Group Inc.	St. Paul	<b>MN</b>	<b>Insurance</b>	90	85
Andersen Corp.	Bayport	<b>MN</b>	Engineering and Construction	85	60
Deluxe Corp.	Shoreview	<b>MN</b>	Miscellaneous	85	45
Thrivent Financial	Minneapolis	<b>MN</b>	<b>Insurance</b>	85	80
Caribou Coffee Company Inc.	Minneapolis	<b>MN</b>	Food, Beverages and Groceries	75	45
nVent Electric PLC	Minneapolis	<b>MN</b>	Manufacturing	75	
Coloplast US	Minneapolis	<b>MN</b>	Healthcare	70	
Patterson Companies (Patterson Dental Supply)	St. Paul	<b>MN</b>	Healthcare	40	40
Supervalu Inc.	Eden Prairie	<b>MN</b>	Food, Beverages and Groceries	40	40
GlassBridge Enterprises, Inc.	Oakdale	<b>MN</b>	Miscellaneous	30	30
CHS Inc.	Inver Grove Heights	<b>MN</b>	Food, Beverages and Groceries	20	20
Polaris Industries Inc.	Medina	<b>MN</b>	Automotive	20	20
<b>Missouri</b>					
Ameren Corp.	St. Louis	MO	Energy and Utilities	100	100
Anheuser-Busch Companies Inc.	St. Louis	MO	Food, Beverages and Groceries	100	100
Armstrong Teasdale LLP	St. Louis	MO	Law Firms	100	100
Bryan Cave Leighton Paisner LLP	St. Louis	MO	Law Firms	100	100
Centene Corp.	St. Louis	MO	Healthcare	100	100
Cerner Corp.	North Kansas City	MO	Healthcare	100	100
Edward Jones	Des Peres	MO	Banking and Financial Services	100	100
Emerson Electric Co.	St. Louis	MO	Manufacturing	100	95
Federal Reserve Bank of Kansas City	Kansas City	MO	Banking and Financial Services	100	95
Federal Reserve Bank of St Louis	Saint Louis	MO	Banking and Financial Services	100	100
Fleishman-Hillard Inc.	St. Louis	MO	Advertising and Marketing	100	100
H&R Block Inc.	Kansas City	MO	Banking and Financial Services	100	100
Hallmark Cards Inc.	Kansas City	MO	Retail and Consumer Products	100	100
Husch Blackwell LLP	St. Louis	MO	Law Firms	100	100
Mallinckrodt LLC	Hazelwood	MO	Pharmaceuticals	100	100
Nestle Health Science	St. Louis	MO	Manufacturing	100	100
Polsinelli	Kansas City	MO	Law Firms	100	100
Shook, Hardy & Bacon LLP	Kansas City	MO	Law Firms	100	100
Stinson LLP	Kansas City	MO	Law Firms	100	100
Thompson Coburn LLP	St. Louis	MO	Law Firms	100	100
VMLY&R	Kansas City	MO	Advertising and Marketing	100	
Caleres	St. Louis	MO	Retail and Consumer Products	95	95
Enterprise Holdings Inc.	St. Louis	MO	Transportation and Travel	95	95
Lathrop GPM	Kansas City	MO	Law Firms	95	95
Commerce Bank	Kansas City	MO	Banking and Financial Services	90	
Panera Bread Co.	St. Louis	MO	Food, Beverages and Groceries	85	90
Reinsurance Group of America Inc.	Chesterfield	MO	Insurance	85	80
Peabody	St. Louis	MO	Mining and Metals	75	50
World Wide Technology, Inc.	St. Louis	MO	Consulting and Business Services	75	
Laclede Group Inc., The	St. Louis	MO	Energy and Utilities	60	60
Graybar Electric Company Inc.	St. Louis	MO	High-Tech/Photo/Science Equip.	20	20
Olin Corporation	Clayton	MO	Mining and Metals	20	20
Post Holdings	St. Louis	MO	Food, Beverages and Groceries	20	
O'Reilly Automotive Inc.	Springfield	MO	Retail and Consumer Products	0	20
<b>Mississippi</b>					
Sanderson Farms Inc.	Laurel	MS	Food, Beverages and Groceries	50	40
<b>North Carolina</b>					
Bank of America Corp.	Charlotte	NC	Banking and Financial Services	100	75
Cargo Transporters Inc.	Claremont	NC	Mail and Freight Delivery	100	100
Duke Energy Corp.	Charlotte	NC	Energy and Utilities	100	100
Food Lion, LLC	Salisbury	NC	Food, Beverages and Groceries	100	100

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GlaxoSmithKline LLC	Research Triangle Park	NC	Pharmaceuticals	100	100
Laboratory Corporation of America Holdings	Burlington	NC	Healthcare	100	100
LENOVO (UNITED STATES) INC.	Morrisville	NC	Computer and Data Services	100	100
Lowe's Companies Inc.	Mooresville	NC	Retail and Consumer Products	100	100
Mitchell Gold + Bob Williams	Taylorsville	NC	Retail and Consumer Products	100	100
Moore & Van Allen PLLC	Charlotte	NC	Law Firms	100	100
Quaintance-Weaver Management, LLC	Greensboro	NC	Hotels, Resorts and Casinos	100	100
Relias LLC	Morrisville	NC	Computer Software	100	80
Replacements Ltd.	McLeansville	NC	Retail and Consumer Products	100	100
Retail Business Services	Salisbury	NC	Food, Beverages and Groceries	100	100
Reynolds American Inc.	Winston-Salem	NC	Tobacco	100	100
VF Corp.	Greensboro	NC	Apparel, Fashion, Textiles, Dept. Stores	100	100
Womble Bond Dickinson (US) LLP	Winston-Salem	NC	Law Firms	100	100
Red Hat Inc.	Raleigh	NC	Computer Software	95	
ABB Inc.	Cary	NC	Manufacturing	90	
Advance Auto Parts (Advance Holding)	Raleigh	NC	Retail and Consumer Products	90	90
Hanesbrands Inc.	Winston-Salem	NC	Manufacturing	90	75
Ingersoll-Rand Company	Davidson	NC	Manufacturing	90	90
SAS	Cary	NC	Computer Software	90	
Trane Technologies	Davidson	NC	Manufacturing	90	
Compass Group USA Inc.	Charlotte	NC	Food, Beverages and Groceries	<b>80</b>	80
Blue Cross Blue Shield of North Carolina	Durham	NC	<b>Insurance</b>	75	<b>45</b>
Sealed Air Corp.	Charlotte	NC	Manufacturing	60	0
Pyxus International, Inc.	Morrisville	NC	Tobacco	30	30
Brighthouse Financial, Inc.	Charlotte	NC	<b>Insurance</b>	20	
IQVIA Holdings	Durham	NC	Chemicals and Biotechnology	20	
Nucor Corp.	Charlotte	NC	Mining and Metals	0	20
Sonic Automotive Inc.	Charlotte	NC	Automotive	0	0
<b>Nebraska</b>					
Intrado	Omaha	NE	<b>Telecommunications</b>	100	<b>85</b>
Kutak Rock LLP	Omaha	NE	Law Firms	100	100
TD Ameritrade	Omaha	NE	Banking and Financial Services	100	100
Union Pacific Corp.	Omaha	NE	Mail and Freight Delivery	95	95
Mutual of Omaha Insurance	Omaha	NE	Insurance	90	90
Berkshire Hathaway	Omaha	NE	Insurance	20	0
Peter Kiewit Sons' Inc.	Omaha	NE	Engineering and Construction	20	10
<b>New Hampshire</b>					
C&S Wholesale Grocers Inc.	Keene	NH	Food, Beverages and Groceries	100	90
<b>New Jersey</b>					
ADP	Roseland	NJ	Consulting and Business Services	100	100
American Express Global Business Travel	Jersey City	NJ	Banking and Financial Services	100	100
Ascena Retail Group Inc.	Mahwah	NJ	Apparel, Fashion, Textiles, Dept. Stores	100	90
BASF Corp.	Florham Park	NJ	Chemicals and Biotechnology	100	100
Bayer U.S. LLC	Whippany	NJ	Pharmaceuticals	100	100
Becton, Dickinson and Co.	Franklin Lakes	NJ	High-Tech/Photo/Science Equip.	100	100
Celgene Corp.	Summit	NJ	Pharmaceuticals	100	100
Day Pitney LLP	Parsippany	NJ	Law Firms	100	100
Dun & Bradstreet Corp., The	Short Hills	NJ	Consulting and Business Services	100	100
Horizon Blue Cross Blue Shield of New Jersey	<b>Newark</b>	NJ	Insurance	100	100
John Wiley & Sons Inc.	Hoboken	NJ	Publishing and Printing	100	<b>85</b>
Johnson & Johnson	New Brunswick	NJ	Pharmaceuticals	100	100
Lord, Abbett & Co. LLC	Jersey City	NJ	Banking and Financial Services	100	80
Mars Inc.	Mt. Olive	NJ	Food, Beverages and Groceries	100	90
Mathematica Policy Research	Princeton	NJ	Consulting and Business Services	100	100
Merck	Kenilworth	NJ	Pharmaceuticals	100	100
Nestle USA Inc.	<b>Bridgewater</b>	NJ	Healthcare	100	100
Novartis Pharmaceuticals Corp.	East Hanover	NJ	Pharmaceuticals	100	100
Pearson	Hoboken	NJ	Education and Child Care	100	100
Prudential Financial Inc.	<b>Newark</b>	NJ	Banking and Financial Services	100	100
Quest Diagnostics Inc.	Secaucus	NJ	Healthcare	100	100

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Company	HQ City	HQ State	Industry	2021CEI Score	2020 CEI Score
Samsung Electronics America Inc.	Ridgefield Park	NJ	Retail and Consumer Products	100	100
Sanofi	Bridgewater	NJ	Pharmaceuticals	100	100
SPARC Group LLC	Lyndhurst	NJ	Apparel, Fashion, Textiles, Dept. Stores	100	90
Subaru of America Inc.	Cherry Hill	NJ	Automotive	100	100
TD Bank, N.A.	Cherry Hill	NJ	Banking and Financial Services	100	100
Teva Pharmaceutical USA Inc.	Parsippany	NJ	Pharmaceuticals	100	100
Unilever	Englewood Cliffs	NJ	Retail and Consumer Products	100	100
Wyndham Hotels & Resorts Inc.	Parsippany	NJ	Hotels, Resorts and Casinos	100	100
Zoetis Inc.	Parsippany	NJ	Pharmaceuticals	100	
Avis Budget Group Inc.	Parsippany	NJ	Transportation and Travel	95	95
Novo Nordisk Inc.	Plainsboro	NJ	Pharmaceuticals	95	95
Wipro Ltd.	East Brunswick	NJ	Consulting and Business Services	95	90
Burlington Stores Inc.	Burlington	NJ	Retail and Consumer Products	90	80
Public Service Enterprise Group	Newark	NJ	Energy and Utilities	90	85
Realogy Holdings Corp.	Madison	NJ	Real Estate, Residential	90	90
American Water	Camden	NJ	Energy and Utilities	85	
Campbell Soup Company	Camden	NJ	Food, Beverages and Groceries	85	85
Mccarter & English LLP	Newark	NJ	Law Firms	85	80
NRG Energy Inc.	Princeton	NJ	Energy and Utilities	85	65
Conduent Inc.	Florham Park	NJ	Consulting and Business Services	80	80
Firmenich Inc.	Plainsboro	NJ	Chemicals and Biotechnology	80	80
Cognizant Technology Solutions Corp.	Teaneck	NJ	Consulting and Business Services	70	70
RB	Parsippany	NJ	Retail and Consumer Products	65	10
Honeywell International Inc.	Morris Plains	NJ	Aerospace and Defense	60	60
Selective Insurance Group	Branchville	NJ	<b>Insurance</b>	40	40
SHI International Corp	Somerset	NJ	Computer Hardware and Office Equipment	30	30
Bed Bath & Beyond Inc.	Union	NJ	Retail and Consumer Products	20	20
PBF Energy	Parsippany	NJ	Oil and Gas	20	20
<b>New Mexico</b>					
PNM Resources Inc.	Albuquerque	NM	Energy and Utilities	45	45
<b>Nevada</b>					
Caesars Entertainment Corp.	Las Vegas	NV	Hotels, Resorts and Casinos	100	100
Cosmopolitan of Las Vegas, The	Las Vegas	NV	Hotels, Resorts and Casinos	100	100
MGM Resorts International	Las Vegas	NV	Hotels, Resorts and Casinos	100	100
Wynn Resorts Ltd.	Las Vegas	NV	Hotels, Resorts and Casinos	90	90
Las Vegas Sands Corp.	Las Vegas	NV	Hotels, Resorts and Casinos	85	0
<b>New York</b>					
Accenture	New York	NY	Consulting and Business Services	100	100
AIG	New York	NY	<b>Insurance</b>	100	100
AlixPartners LLP	New York	NY	Consulting and Business Services	100	100
Altice USA Inc.	Long Island City	NY	Telecommunications	100	100
Amalgamated Bank	New York	NY	Banking and Financial Services	100	80
American Express Company	New York	NY	Banking and Financial Services	100	100
Apollo Global Management Inc.	New York	NY	Banking and Financial Services	100	
Arconic	New York	NY	Manufacturing	100	100
Arup USA Inc	New York	NY	Engineering and Construction	100	90
Assurant	New York	NY	<b>Insurance</b>	100	100
AXA Equitable Life	New York	NY	Insurance	100	100
Axiom Global Inc.	New York	NY	Consulting and Business Services	100	100
Bank of New York Mellon Corp., The	New York	NY	Banking and Financial Services	100	100
Barclays	New York	NY	Banking and Financial Services	100	100
Barnes & Noble Inc.	New York	NY	Retail and Consumer Products	100	100
BlackRock	New York	NY	Banking and Financial Services	100	100
Blackstone Group LP, The	New York	NY	Banking and Financial Services	100	100
Bloomberg LP	New York	NY	Banking and Financial Services	100	100
BNP Paribas	New York	NY	Banking and Financial Services	100	100
Boies Schiller Flexner LLP	New York	NY	Law Firms	100	100
BounceX	New York	NY	Advertising and Marketing	100	
Bristol Myers Squibb	New York	NY	Pharmaceuticals	100	100
Broadridge Financial Solutions Inc.	Lake Success	NY	Banking and Financial Services	100	100

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Company	HQ City	HQ State	Industry	2021CEI Score	2020 CEI Score
Brown Brothers Harriman & Co.	New York	NY	Banking and Financial Services	100	100
Buzzfeed	New York	NY	Entertainment and Electronic Media	100	100
Cadwalader, Wickersham & Taft LLP	New York	NY	Law Firms	100	100
Capital Markets Company NV, The	New York	NY	Consulting and Business Services	100	100
Chobani	Norwich	NY	Food, Beverages and Groceries	100	100
CIT Group Inc.	New York	NY	Banking and Financial Services	100	100
Citigroup Inc.	New York	NY	Banking and Financial Services	100	100
Cleary Gottlieb Steen & Hamilton LLP	New York	NY	Law Firms	100	100
Colgate-Palmolive Co.	New York	NY	Manufacturing	100	100
Constellation Brands Inc.	Victor	NY	Food, Beverages and Groceries	100	100
Credit Suisse USA Inc.	New York	NY	Banking and Financial Services	100	100
Danone North America	White Plains	NY	Food, Beverages and Groceries	100	100
Davis Polk & Wardwell LLP	New York	NY	Law Firms	100	9S
Debevoise & Plimpton LLP	New York	NY	Law Firms	100	BS
Deloitte LLP	New York	NY	Consulting and Business Services	100	100
Depository Trust & Clearing Corp., The	New York	NY	Banking and Financial Services	100	100
Deutsche Bank	New York	NY	Banking and Financial Services	100	100
Eastman Kodak Co.	Rochester	NY	High-Tech/Photo/Science Equip.	100	100
Egon Zehnder International Inc.	New York	NY	Consulting and Business Services	100	
Ernst & Young LLP	New York	NY	Consulting and Business Services	100	100
Estee Lauder Companies Inc., The	New York	NY	Retail and Consumer Products	100	100
Etsy Inc.	Brooklyn	NY	Internet Services and Retailing	100	100
Federal Reserve Bank of New York	New York	NY	Banking and Financial Services	100	100
Fitch Group Inc	New York	NY	Banking and Financial Services	100	
Fox Corporation	New York	NY	Entertainment and Electronic Media	100	100
Fried, Frank, Harris, Shriver & Jacobson LLP	New York	NY	Law Firms	100	100
Gerson Lehrman Group Inc	New York	NY	Consulting and Business Services	100	
Goldman Sachs Group Inc., The	New York	NY	Banking and Financial Services	100	100
Greenberg Traurig LLP	New York	NY	Law Firms	100	100
Guardian Life Insurance Co. of America, The	New York	NY	<b>Insurance</b>	100	100
Henry Schein Inc.	Melville	NY	Healthcare	100	100
HSBC USA	New York	NY	Banking and Financial Services	100	100
IAC/InterActiveCorp.	New York	NY	Internet Services and Retailing	100	100
<b>IBM Corp.</b>	Armonk	NY	Consulting and Business Services	100	100
IHS Markit Ltd.	New York	NY	Consulting and Business Services	100	100
International Flavors & Fragrances	New York	NY	Manufacturing	100	100
Interpublic Group of Companies Inc.	New York	NY	Advertising and Marketing	100	100
J. Crew Group, LLC	New York	NY	Retail and Consumer Products	100	100
Jackson Lewis PC	New York	NY	Law Firms	100	9S
JPMorgan Chase & Co.	New York	NY	Banking and Financial Services	100	100
Kelley Drye & Warren LLP	New York	NY	Law Firms	100	100
Kering Americas Inc.	New York	NY	Apparel, Fashion, Textiles, Dept. Stores	100	90
KKR & Co. LP	New York	NY	Banking and Financial Services	100	100
Kobre& Kim	New York	NY	Law Firms	100	100
KPMG LLP	New York	NY	Consulting and Business Services	100	100
L'Oreal USA Inc.	New York	NY	Manufacturing	100	100
Latham & Watkins LLP	New York	NY	Law Firms	100	100
Lendlease Americas Inc.	New York	NY	Real Estate, Commercial	100	100
LexisNexis Legal & Professional	New York	NY	Publishing and Printing	100	9S
Lowenstein Sandler LLP	New York	NY	Law Firms	100	100
M&T Bank Corp.	Buffalo	NY	Banking and Financial Services	100	100
Macmillan Learning	New York	NY	Education and Child Care	100	100
Macmillan Publishing Group	New York	NY	Publishing and Printing	100	100
Macquarie Group Ltd.	New York	NY	Banking and Financial Services	100	100
Marsh & McLennan Companies Inc.	New York	NY	Consulting and Business Services	100	100
Mastercard	Purchase	NY	Banking and Financial Services	100	100
McGraw Hill LLC	New York	NY	Education and Child Care	100	95
McKinsey & Co. Inc.	New York	NY	Consulting and Business Services	100	100
Medidata Solutions Inc.	New York	NY	Computer and Data Services	100	100
MetLife Inc.	New York	NY	Insurance	100	100

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Michael Page International Inc	New York	NY	Miscellaneous	100	100
Moody's Corp.	New York	NY	Banking and Financial Services	100	100
Morgan Stanley	New York	NY	Banking and Financial Services	100	100
MSLGROUP Americas	New York	NY	Advertising and Marketing	100	100
MUFG Union Bank, N.A.	New York	NY	Banking and Financial Services	100	100
NASDAQ Inc.	New York	NY	Banking and Financial Services	100	100
Neuberger Berman Group LLC	New York	NY	Banking and Financial Services	100	
New York Life Insurance Company	New York	NY	<b>Insurance</b>	100	100
Nielsen	New York	NY	Advertising and Marketing	100	100
<b>Nomura</b>	New York	NY	Banking and Financial Services	100	100
Ogilvy Group Inc., The	New York	NY	Advertising and Marketing	100	100
Omnicom Group	New York	NY	Advertising and Marketing	100	100
Patterson Belknap Webb & Tyler LLP	New York	NY	Law Firms	100	100
Peloton Interactive Inc.	New York	NY	Retail and Consumer Products	100	100
PepsiCo Inc.	Purchase	NY	Food, Beverages and Groceries	100	100
Permod Ricard USA LLC	New York	NY	Retail and Consumer Products	100	100
Pfizer Inc.	New York	NY	Pharmaceuticals	100	100
Pillsbury Winthrop Shaw Pittman LLP	New York	NY	Law Firms	100	100
PricewaterhouseCoopers LLP	New York	NY	Consulting and Business Services	100	100
Proskauer Rose LLP	New York	NY	Law Firms	100	100
Publicis Healthcare Communications	New York	NY	Advertising and Marketing	100	100
Publicis Inc.	New York	NY	Advertising and Marketing	100	100
Publicis Media	New York	NY	Advertising and Marketing	100	100
PVH Corp.	New York	NY	Apparel, Fashion, Textiles, Dept. Stores	100	100
Ralph Lauren Corp.	New York	NY	Apparel, Fashion, Textiles, Dept. Stores	100	100
RBC Capital Markets LLC	New York	NY	Banking and Financial Services	100	100
Re:Sources USA Inc.	Long Island City	NY	Advertising and Marketing	100	100
S&P Global Inc.	New York	NY	Banking and Financial Services	100	100
Saatchi & Saatchi North America Inc.	New York	NY	Advertising and Marketing	100	100
Schulte, Roth & Zabel LLP	New York	NY	Law Firms	100	100
Shake Shack Inc.	New York	NY	Food, Beverages and Groceries	100	100
Shearman & Sterling LLP	New York	NY	Law Firms	100	100
Siemens Healthineers USA	Tarrytown	NY	Healthcare	100	100
Simpson Thacher & Bartlett LLP	New York	NY	Law Firms	100	100
SIRIUS XM + Pandora	New York	NY	Entertainment and Electronic Media	100	100
Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	Law Firms	100	100
societe Generale	<b>New</b> York	<b>NY</b>	Banking and Financial Services	100	100
Sony Corporation of America	<b>New</b> York	<b>NY</b>	Entertainment and Electronic Media	100	100
Standard Chartered	<b>New</b> York	<b>NY</b>	Banking and Financial Services	100	100
Sumitomo Mitsui Banking Corporation	New York	<b>NY</b>	Banking and Financial Services	100	100
Tapestry Inc.	<b>New</b> York	<b>NY</b>	Retail and Consumer Products	100	100
TD Securities (USA) LLC	<b>New</b> York	<b>NY</b>	Banking and Financial Services	100	100
TIAA	New York	<b>NY</b>	Banking and Financial Services	100	100
Tiffany & Co.	<b>New</b> York	<b>NY</b>	Retail and Consumer Products	100	100
Travelers Companies Inc., The	<b>New</b> York	<b>NY</b>	<b>Insurance</b>	100	100
Turner Construction Co.	New York	<b>NY</b>	Engineering and Construction	100	100
UBS AG	<b>New</b> York	<b>NY</b>	Banking and Financial Services	100	100
Verizon Communications Inc.	<b>New</b> York	<b>NY</b>	Telecommunications	100	100
VERMEG SARL	New York	<b>NY</b>	Computer Software	100	100
ViacomCBS	<b>New</b> York	<b>NY</b>	Entertainment and Electronic Media	100	100
Voya Financial	New York	<b>NY</b>	Banking and Financial Services	100	100
Warby Parker	New York	NY	Apparel, Fashion, Textiles, Dept. Stores	100	100
Warner Music Group	New York	<b>NY</b>	Entertainment and Electronic Media	100	100
Weil, Gotshal & Manges LLP	New York	<b>NY</b>	Law Firms	100	100
White & Case LLP	New York	<b>NY</b>	Law Firms	100	100
Willkie Farr & Gallagher LLP	New York	<b>NY</b>	Law Firms	100	<b>85</b>
WPP Group USA	New York	<b>NY</b>	Advertising and Marketing	100	<b>85</b>
Xylem Inc.	Rye Brook	<b>NY</b>	Manufacturing	100	100
Yext Inc.	<b>New</b> York	<b>NY</b>	Internet Services and Retailing	100	100
Cahill Gordon & Reindel	New York	<b>NY</b>	Law Firms	<b>95</b>	<b>95</b>

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Hiscox USA	New York	NY	Insurance	95	95
Oscar Insurance Corporation	New York	NY	Insurance	95	95
Shutterstock Inc.	New York	NY	Computer and Data Services	95	
Spotify USA Inc.	New York	NY	Entertainment and Electronic Media	95	95
Brooks Brothers Group Inc.	New York	NY	Retail and Consumer Products	90	90
Clifford Chance US LLP	New York	NY	Law Firms	90	90
Corning	Corning	NY	Manufacturing	90	90
Cravath, Swaine & Moore LLP	New York	NY	Law Firms	90	90
Daniel J. Edelman Inc.	New York	NY	Advertising and Marketing	90	90
Epstein Becker & Green PC	New York	NY	Law Firms	90	80
Excellus Health Plan Inc.	Rochester	NY	Insurance	90	90
Hachette Book Group	New York	NY	Publishing and Printing	90	30
Hughes Hubbard & Reed LLP	New York	NY	Law Firms	90	90
JetBlue Airways Corp.	Long Island City	NY	Airlines	90	90
Kantar LLC	New York	NY	Advertising and Marketing	90	
Kenneth Cole Productions Inc.	New York	NY	Retail and Consumer Products	90	90
Milbank LLP	New York	NY	Law Firms	90	90
Paul, Weiss, Rifkind, Wharton & Garrison LLP	New York	NY	Law Firms	90	90
Squarespace	New York	NY	Internet Services and Retailing	90	90
Wachtell, Lipton, Rosen & Katz	New York	NY	Law Firms	90	90
Coty Inc.	New York	NY	Retail and Consumer Products	85	20
Duff & Phelps	New York	NY	Consulting and Business Services	85	
Hess Corp.	New York	NY	Oil and Gas	85	85
Kramer Levin Naftalis & Frankel LLP	New York	NY	Law Firms	85	85
Sullivan & Cromwell LLP	New York	NY	Law Firms	85	85
Avon Products Inc.	Rye	NY	Retail and Consumer Products	80	80
CannonDesign	New York	NY	Engineering and Construction	80	
Capri Holdings Limited	New York	NY	Apparel, Fashion, Textiles, Dept. Stores	80	
Hain Celestial Group Inc., The	Lake Success	NY	Food, Beverages and Groceries	80	80
Herrick Feinstein LLP	New York	NY	Law Firms	80	85
Philip Morris International Inc.	New York	NY	Tobacco	80	55
United Nations Federal Credit Union	Long Island City	NY	Banking and Financial Services	80	
CONSUMER REPORTS INC.	Yonkers	NY	Publishing and Printing	75	75
Horizon Media Inc.	New York	NY	Advertising and Marketing	75	
National Cable Communications LLC dba Ampersand	New York	NY	Advertising and Marketing	70	
NFP	New York	NY	Insurance	70	70
Consolidated Edison Co.	New York	NY	Energy and Utilities	65	65
New York Times Co.	New York	NY	Publishing and Printing	65	65
Scholastic Corp.	New York	NY	Publishing and Printing	65	65
CIBC Bank USA	New York	NY	Banking and Financial Services	60	60
Loews Corp.	New York	NY	Banking and Financial Services	55	55
AIXArmani Exchange	New York	NY	Retail and Consumer Products	50	50
Saks Inc.	New York	NY	Retail and Consumer Products	50	50
ABM Industries Inc.	New York	NY	Consulting and Business Services	20	20
INTL FCStone Inc.	New York	NY	Banking and Financial Services	20	20
Jefferies Group	New York	NY	Banking and Financial Services	20	
Regeneron Pharmaceuticals	Tarrytown	NY	Pharmaceuticals	20	20
News Corp.	New York	NY	Publishing and Printing	10	20
Alleghany Corp.	New York	NY	Insurance	0	20
Icahn Enterprises LP	New York	NY	Mining and Metals	0	0
<b>Ohio</b>					
Abercrombie & Fitch Co.	New Albany	OH	Retail and Consumer Products	100	100
American Electric Power Co. Inc.	Columbus	OH	Energy and Utilities	100	100
Avient Corporation	Avon Lake	OH	Chemicals and Biotechnology	100	100
<b>Baker &amp; Hostetler LLP</b>	Cleveland	OH	Law Firms	100	100
Cardinal Health Inc.	Dublin	OH	Healthcare	100	100
Cooper Tire & Rubber Co.	Findlay	OH	Automotive	100	100
Designer Brands	Columbus	OH	Retail and Consumer Products	100	100
Eaton Corp.	Cleveland	OH	Manufacturing	100	100
Federal Reserve <b>Bank</b> of Cleveland	Cleveland	OH	Banking and Financial Services	100	100



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Fifth Third Bancorp	Cincinnati	OH	Banking and Financial Services	100	100
Frost Brown Todd LLC	<b>Cincinnati</b>	OH	Law Firms	100	100
Huntington Bancshares Inc.	Columbus	OH	Banking and Financial Services	100	100
KeyCorp	Cleveland	OH	Banking and Financial Services	100	100
Kroger Co., The	<b>Cincinnati</b>	OH	Food, Beverages and Groceries	100	100
L Brands Inc.	Columbus	OH	Retail and Consumer Products	100	100
Macy's Inc.	<b>Cincinnati</b>	OH	Retail and Consumer Products	100	100
Marathon Petroleum Corp.	Findlay	OH	Oil and Gas	100	100
Nationwide	Columbus	OH	Insurance	100	100
Owens Corning	Toledo	OH	Manufacturing	100	100
Procter & Gamble Co.	Cincinnati	OH	Retail and Consumer Products	100	100
Squire Patton Boggs	Cleveland	OH	Law Firms	100	100
Thompson Hine LLP	Cleveland	OH	Law Firms	100	100
Vorys, Sater, Seymour and Pease LLP	Columbus	OH	Law Firms	100	100
Wendy's Co., The	Dublin	OH	Food, Beverages and Groceries	100	100
Battelle Memorial Institute	Columbus	OH	Aerospace and Defense	95	75
Sherwin-Williams Co., The	Cleveland	OH	Chemicals and Biotechnology	95	95
American Greetings Corp.	Cleveland	OH	Retail and Consumer Products	90	60
Big Lots	Columbus	OH	Retail and Consumer Products	90	90
Convergys Corp.	Cincinnati	OH	Consulting and Business Services	90	90
Dana Inc.	Maumee	OH	Automotive	90	90
Dinsmore & Shchi LLP	<b>Cincinnati</b>	OH	Law Firms	90	90
FirstEnergy Corp.	Akron	OH	Energy and Utilities	90	<b>80</b>
Goodyear Tire & Rubber Co.	Akron	OH	Automotive	90	90
Lubrizol Corp.	Wickliffe	OH	Chemicals and Biotechnology	90	90
Porter Wright Morris & Arthur LLP	Columbus	OH	Law Firms	90	90
Progressive Corp., The	Mayfield Village	OH	<b>Insurance</b>	85	80
Alliance Data Systems Corp.	Columbus	OH	Banking and Financial Services	80	65
Encova Insurance	Columbus	OH	Insurance	<b>80</b>	<b>80</b>
J.M. Smucker Co.	Orrville	OH	Food, Beverages and Groceries	80	55
Scotts Miracle-Gro Company	Marysville	OH	Manufacturing	80	
Hyland Software Inc.	Westlake	OH	Computer Software	75	
CareSource	Dayton	OH	<b>Insurance</b>	70	
Bob Evans Farms Inc.	New Albany	OH	Food, Beverages and Groceries	60	60
Northfield Park Associates, LLC	Northfield	OH	Hotels, Resorts and Casinos	<b>55</b>	<b>55</b>
0-1 Glass	Perrysburg	OH	Manufacturing	50	20
<b>AK Steel Holding Corp.</b>	West Chester	OH	Mining and Metals	20	20
American Financial Group	Cincinnati	OH	Insurance	20	20
Andersons Inc., The	<b>Maumee</b>	OH	Chemicals and Biotechnology	20	
Cintas Corp.	Cincinnati	OH	Consulting and Business Services	20	20
Parker Hannifin Corp.	Cleveland	OH	High-Tech/Photo/Science Equip.	20	20
TravelCenters of America	Westlake	OH	Retail and Consumer Products	10	10
Western & Southern Financial Group	Cincinnati	OH	Insurance	0	0
<b>Oklahoma</b>					
ONEOK Inc.	Tulsa	OK	Energy and Utilities	100	95
Williams Companies Inc.	Tulsa	OK	Energy and Utilities	95	90
The Barna Companies Inc.	Tulsa	OK	Manufacturing	80	80
Chesapeake Energy Corp.	Oklahoma City	OK	Oil and Gas	70	70
Devon Energy Corp.	Oklahoma City	OK	Oil and Gas	65	65
ONE Gas Inc.	Tulsa	OK	Oil and Gas	40	40
NGL Energy Partners	Tulsa	OK	Oil and Gas	0	0
<b>Oregon</b>					
Adidas North America Inc.	Portland	OR	Apparel, Fashion, Textiles, Dept. Stores	100	100
Cambia Health Solutions Inc.	Portland	OR	Insurance	100	100
Nike Inc.	Beaverton	OR	Apparel, Fashion, Textiles, Dept. Stores	100	100
Portland General Electric Co.	Portland	OR	Energy and Utilities	100	100
Standard Insurance Co.	Portland	OR	Insurance	100	100
Stoel Rives LLP	Portland	OR	Law Firms	100	100
Daimler Trucks North America LLC	Portland	OR	Manufacturing	80	90
Lithia Motors, Inc.	Medford	OR	Automotive	20	0

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<b>Pennsylvania</b>					
Air Products & Chemicals Inc.	Allentown	PA	Oil and Gas	100	100
AmerisourceBergen Corp.	Chesterbrook	PA	Healthcare	100	100
Aramark Corp.	Philadelphia	PA	Food, Beverages and Groceries	100	100
Ballard Spahr LLP	Philadelphia	PA	Law Firms	100	100
Blank Rome LLP	Philadelphia	PA	Law Firms	100	100
Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	Law Firms	100	100
Chubb Ltd.	Philadelphia	PA	<b>Insurance</b>	100	100
Comcast NBCUniversal	Philadelphia	PA	Telecommunications	100	100
Community Care Behavioral Health Organization	Pittsburgh	PA	Healthcare	100	100
Cozen O'Connor	Philadelphia	PA	Law Firms	100	100
Dechert LLP	Philadelphia	PA	Law Firms	100	100
Duane Morris LLP	Philadelphia	PA	Law Firms	100	100
Federal Reserve Bank of Philadelphia	Philadelphia	PA	Banking and Financial Services	100	100
FMC Corp.	Philadelphia	PA	Chemicals and Biotechnology	100	100
Fox Rothschild LLP	Philadelphia	PA	Law Firms	100	100
Giant Eagle Inc.	Pittsburgh	PA	Food, Beverages and Groceries	100	90
Hershey Co., The	Hershey	PA	Food, Beverages and Groceries	100	100
Highmark Inc.	Pittsburgh	PA	Healthcare	100	100
IKEA Holding US Inc.	Conshohocken	PA	Retail and Consumer Products	100	100
K&L Gates LLP	Pittsburgh	PA	Law Firms	100	100
Lincoln National Corp.	Radnor	PA	<b>Insurance</b>	100	100
Montgomery McCracken Walker & Rhoads LLP	Philadelphia	PA	Law Firms	100	100
Morgan, Lewis & Beckius LLP	Philadelphia	PA	Law Firms	100	100
PNC Financial Services Group Inc., The	Pittsburgh	PA	Banking and Financial Services	100	100
PPL Corp.	Allentown	PA	Energy and Utilities	100	100
Qurate Retail Group	West Chester	PA	Retail and Consumer Products	100	100
Reed Smith LLP	Pittsburgh	PA	Law Firms	100	100
SAP America Inc.	Newtown Square	PA	Computer Software	100	100
Saul Ewing Arstein & Lehr LLP	Philadelphia	PA	Law Firms	100	100
Siemens Medical Solutions USA Inc.	Malvern	PA	Healthcare	100	100
TE Connectivity Inc.	<b>Berwyn</b>	PA	Manufacturing	100	100
The GIANT Company	Carlisle	PA	<b>Food, Beverages and Groceries</b>	100	100
United States Steel Corp.	Pittsburgh	PA	Mining and Metals	100	100
UPMC Health Plan	Pittsburgh	PA	Healthcare	100	100
Vanguard Group Inc.	Malvern	PA	Banking and Financial Services	100	100
<b>Wawa Inc.</b>	<b>Wawa</b>	PA	Retail and Consumer Products	100	100
Alcoa Corp.	Pittsburgh	PA	Mining and Metals	95	95
Day & Zimmermann LLC	Philadelphia	PA	Engineering and Construction	95	95
EQT Corporation	Pittsburgh	PA	Energy and Utilities	95	95
Dick's Sporting Goods Inc.	Coraopolis	PA	Retail and Consumer Products	90	80
Erie Insurance Group	Erie	PA	<b>Insurance</b>	90	90
PPG Industries Inc.	Pittsburgh	PA	Chemicals and Biotechnology	90	90
Saint-Gobain Corp.	Malvern	PA	Manufacturing	90	90
Wabtec Corporation	Pittsburgh	PA	Transportation and Travel	85	
American Eagle Outfitters Inc.	Pittsburgh	PA	Retail and Consumer Products	80	90
SUEZ Water Technologies and Solutions	<b>Trevose</b>	PA	Energy and Utilities	80	
Urban Outfitters Inc.	Philadelphia	PA	Apparel, Fashion, Textiles, Dept. Stores	80	75
Toll Brothers Inc.	Fort Washington	PA	Engineering and Construction	75	60
Unisys Corp.	Blue Bell	PA	Consulting and Business Services	75	70
Eurofins Scientific	Lancaster	PA	Chemicals and Biotechnology	60	
Radian Group Inc.	Philadelphia	PA	Insurance	60	30
WESCO International Inc.	Pittsburgh	PA	Miscellaneous	60	45
Rite Aid Corp.	Camp Hill	PA	Retail and Consumer Products	<b>50</b>	<b>50</b>
Crown Holdings	Philadelphia	PA	Manufacturing	20	20
Universal Health Services, Inc.	King of Prussia	PA	Healthcare	20	20
UGI Corp.	King of Prussia	PA	Energy and Utilities	10	20
<b>Rhode Island</b>					
Blue Cross & Blue Shield of Rhode Island	Providence	RI	<b>Insurance</b>	100	100
Citizens Financial Group	Providence	RI	Banking and Financial Services	100	100

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<u>Company</u>	HQ City	HQ State	Industry	2021CEI Score	2020 CEI Score
Hasbro Inc.	Pawtucket	RI	Retail and Consumer Products	100	100
CVS Health Corp.	Woonsocket	RI	Healthcare	90	90
Textron Inc.	Providence	RI	Aerospace and Defense	60	30
United Natural Foods Inc.	Providence	RI	Food, Beverages and Groceries	10	20
<b>South Carolina</b>					
Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	Law Firms	100	100
Denny's Corp.	Spartanburg	SC	Food, Beverages and Groceries	90	7S
Sonoco Products Company	Hartsville	SC	Manufacturing	80	4S
Nelson Mullins Riley & Scarborough LLP	Columbia	SC	Law Firms	75	75
<b>Tennessee</b>					
AllianceBernstein LP	Nashville	TN	Banking and Financial Services	100	100
Asurion LLC	Nashville	TN	Insurance	100	100
Bass, Berry & Sims PLC	Nashville	TN	Law Firms	100	100
BlueCross BlueShield of Tennessee	Chattanooga	TN	Insurance	100	100
Eastman Chemical Co.	Kingsport	TN	Chemicals and Biotechnology	100	90
Genesco Inc.	Nashville	TN	Retail and Consumer Products	100	100
Haven Behavioral Healthcare	Nashville	TN	Healthcare	100	100
Unum Group	Chattanooga	TN	Insurance	100	100
Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Memphis	TN	Law Firms	90	90
Bridgestone Americas Holding Inc.	Nashville	TN	Manufacturing	90	90
Change Healthcare	Nashville	TN	Healthcare	90	90
Dollar General Corp.	Goodlettsville	TN	Retail and Consumer Products	90	90
Nissan North America Inc.	Franklin	TN	Automotive	90	90
FedEx Corp.	Memphis	TN	Mail and Freight Delivery	85	8S
HCA Healthcare Inc.	Nashville	TN	Healthcare	85	70
Cracker Barrel Old Country Store Inc.	Lebanon	TN	Food, Beverages and Groceries	80	80
First Horizon National Corp.	Memphis	TN	Banking and Financial Services	75	75
Tractor Supply Company	Brentwood	TN	Retail and Consumer Products	70	0
AutoZone Inc.	Memphis	TN	Retail and Consumer Products	60	40
Delek US Holdings	Brentwood	TN	Oil and Gas	60	20
Regal Entertainment Group	Knoxville	TN	Entertainment and Electronic <b>Media</b>	60	60
International Paper Co.	Memphis	TN	Forest and Paper Products	30	30
Community Health Systems, Inc.	Franklin	TN	Healthcare	20	20
<b>Texas</b>					
Air Liquide US, LLC	Houston	1X	Manufacturing	100	100
American Airlines	Fort Worth	1X	Transportation and Travel	100	100
AT&T Inc.	Dallas	1X	Telecommunications	100	100
Avita Pharmacy	Plano	1X	Pharmaceuticals	100	
Baker Botts LLP	Houston	1X	Law Firms	100	90
BP America Inc.	Houston	1X	Oil and Gas	100	100
Celanese Corp.	Irving	1X	Manufacturing	100	100
<b>Comerica Inc.</b>	Dallas	1X	Banking and Financial Services	100	100
ConocoPhillips	Houston	1X	Oil and Gas	100	100
Dell Technologies Inc.	Round Rock	1X	Computer and Data Services	100	100
Enbridge	Houston	1X	Energy and Utilities	100	100
Epsilon Data Management LLC	Irving	1X	Advertising and Marketing	100	100
<b>Ericsson Inc</b>	Plano	1X	<b>Telecommunications</b>	100	100
Fossil Group Inc.	Richardson	1X	Retail and Consumer Products	100	100
Fujitsu America, Inc.	Richardson	1X	Consulting and Business Services	100	100
GameStop Corp.	Grapevine	1X	Retail and Consumer Products	100	100
Haynes and Boone LLP	Dallas	1X	Law Firms	100	100
Hilti Inc.	Plante	1X	Engineering and Construction	100	90
Indeed Inc.	Austin	1X	Internet Services and Retailing	100	100
Jacobs Engineering Group Inc.	Dallas	1X	Engineering and Construction	100	100
JSX	Dallas	1X	Airlines	100	100
Keurig Dr Pepper Inc.	Plano	1X	Food, Beverages and Groceries	100	70
Locke Lord LLP	Dallas	1X	Law Firms	100	100
Nokia Inc.	Irving	1X	Telecommunications	100	95
Norton Rose Fulbright	Houston	1X	Law Firms	100	100
Phillips 66	Houston	1X	Oil and Gas	100	95

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Rackspace Technology	San Antonio	TX	Computer and Data Services	100	100
Shell Oil Co.	Houston	TX	Oil and Gas	100	100
Southwest Airlines Co.	Dallas	TX	Airlines	100	100
Texas Instruments Inc.	Dallas	TX	High-Tech/Photo/Science Equip.	100	100
Toyota Motor North America Inc.	Plano	TX	Automotive	100	100
TPG Global LLC	Fort Worth	TX	Banking and Financial Services	100	100
United Services Automobile Association	San Antonio	TX	Banking and Financial Services	100	100
Vinson & Elkins LLP	Houston	TX	Law Firms	100	100
Alcon Inc	Fort Worth	TX	Healthcare	95	90
Bracewell LLP	Houston	TX	Law Firms	95	95
Hitachi Vantara	Dallas	TX	Computer and Data Services	95	90
iHeartMedia Inc.	San Antonio	TX	Entertainment and Electronic Media	95	95
Infosys Limited Inc.	Richardson	TX	Computer and Data Services	95	85
Pariveda Solutions Inc.	Dallas	TX	Consulting and Business Services	95	95
PROS	Houston	TX	Computer Software	95	95
Sally Beauty Holdings Inc.	Denton	TX	Retail and Consumer Products	95	75
Tailored Brands Inc.	Houston	TX	Apparel, Fashion, Textiles, Dept. Stores	95	95
Direct Energy	Houston	TX	Energy and Utilities	90	90
ENGIE North America	Houston	TX	Energy and Utilities	90	
J.C. Penney Co. Inc.	Plano	TX	Retail and Consumer Products	90	80
Kimberly-Clark Corp.	Irving	TX	Retail and Consumer Products	90	90
Thompson & Knight LLP	Dallas	TX	Law Firms	90	85
Brinker International Inc.	Dallas	TX	Food, Beverages and Groceries	85	65
Exxon Mobil Corp.	Irving	TX	Oil and Gas	85	85
Federal Reserve Bank of Dallas	Dallas	TX	Banking and Financial Services	85	
Vizient Inc.	Irving	TX	Consulting and Business Services	85	
SYSCO Corp.	Houston	TX	Food, Beverages and Groceries	80	70
TENET Healthcare Corporation	Dallas	TX	Healthcare	80	80
Waste Management Inc.	Houston	TX	Waste Management	80	90
Jackson Walker LLP	Dallas	TX	Law Firms	75	75
Core-Mark Holding Company Inc.	Westlake	TX	Retail and Consumer Products	70	45
CenterPoint Energy Inc.	Houston	TX	Energy and Utilities	65	20
Fluor Corp.	Irving	TX	Engineering and Construction	60	60
Marathon Oil Corp.	Houston	TX	Oil and Gas	60	60
Valero Energy Corp.	San Antonio	TX	Oil and Gas	60	20
Wood	Houston	TX	Engineering and Construction	60	
The Michaels Companies Inc.	Irving	TX	Retail and Consumer Products	55	55
Sabre Holdings Inc.	Southlake	TX	Transportation and Travel	50	50
BMC Software Inc.	Houston	TX	Computer Software	45	45
Huntsman Corp.	The Woodlands	TX	Chemicals and Biotechnology	40	40
Yum China Holdings	Plano	TX	Food, Beverages and Groceries	30	30
Apache Corp.	Houston	TX	Mining and Metals	20	50
Builders FirstSource Inc.	Dallas	TX	Miscellaneous	20	20
Calpine Corp.	Houston	TX	Energy and Utilities	20	20
DR Horton Inc.	Arlington	TX	Engineering and Construction	20	20
Energy Transfer Equity LP.	Dallas	TX	Energy and Utilities	20	20
EOG Resources	Houston	TX	Mining and Metals	20	20
Halliburton Co.	Houston	TX	Oil and Gas	20	20
HollyFrontier Corp.	Dallas	TX	Oil and Gas	20	20
Kinder Morgan Inc.	Houston	TX	Oil and Gas	20	20
Occidental Petroleum	Houston	TX	Mining and Metals	20	20
Pioneer Natural Resources Company	Irving	TX	Mining and Metals	20	0
Quanta Services	Houston	TX	Engineering and Construction	20	20
Vistra Energy	Irving	TX	Energy and Utilities	20	20
Westlake Chemical	Houston	TX	Chemicals and Biotechnology	20	20
Enterprise Products Partners LP	Houston	TX	Oil and Gas	10	0
Group 1 Automotive	Houston	TX	Automotive	10	20
National Oilwell Varco Inc.	Houston	TX	Oil and Gas	10	10
Dean Foods Co.	Dallas	TX	Food, Beverages and Groceries	0	20
Enlink Midstream	Dallas	TX	Oil and Gas	0	0

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Plains GP Holdings	Houston	TX	Oil and Gas	0	0
Targa Resources Corp.	Houston	TX	Energy and Utilities	0	0
<b>Utah</b>					
Vivint Smart Home Inc.	Provo	UT	High-Tech/Photo/Science Equip.	90	<b>85</b>
CHG Healthcare Inc.	Midvale	UT	Consulting and Business Services	<b>85</b>	<b>85</b>
Overstock.com Inc.	Midvale	UT	Retail and Consumer Products	<b>80</b>	<b>80</b>
SkyWest Inc.	St. George	UT	Airlines	70	70
Gastronomy Inc.	Salt Lake City	UT	Food, Beverages and Groceries	30	30
<b>Virginia</b>					
Airbus Americas Inc.	Herndon	VA	Aerospace and Defense	100	100
Airlines Reporting Corporation (ARC)	Arlington	VA	Transportation and Travel	100	85
Altria Group Inc.	Richmond	VA	Tobacco	100	100
BAE Systems Inc.	Falls Church	VA	Aerospace and Defense	100	100
Booz Allen Hamilton Inc.	Mclean	VA	Consulting and Business Services	100	100
Capital One Financial Corp.	Mclean	VA	Banking and Financial Services	100	100
CarMax Inc.	Richmond	VA	Retail and Consumer Products	100	100
CGI	Fairfax	VA	Consulting and Business Services	100	
Dominion Energy	Richmond	VA	Energy and Utilities	100	100
Evolent Health Inc.	Arlington	VA	Healthcare	100	95
Federal Home Loan Mortgage Corp. (Freddie Mac)	Mclean	VA	Banking and Financial Services	100	100
Federal Reserve Bank of Richmond	Richmond	VA	Banking and Financial Services	100	100
Gannett Co. Inc.	Mclean	VA	Publishing and Printing	100	100
Genworth Financial Inc.	Richmond	VA	Insurance	100	100
HILTON	Mclean	VA	Hotels, Resorts and Casinos	100	100
Leidos Holdings	Reston	VA	Aerospace and Defense	100	100
Nestle Purina PetCare Co.	Arlington	VA	Food, Beverages and Groceries	100	100
Northrop Grumman Corp.	Falls Church	VA	Aerospace and Defense	100	100
Rolls-Royce North America (USA) Holdings Co.	Reston	VA	Aerospace and Defense	100	100
Science Applications International Corp.	Reston	VA	Aerospace and Defense	100	100
TEGNA Inc.	Mclean	VA	Entertainment and Electronic Media	100	100
Williams Mullen Clark & Dobbins	Richmond	VA	Law Firms	100	100
Willis Towers Watson	Arlington	VA	Consulting and Business Services	100	100
LeClairRyan	Richmond	VA	Law Firms	95	95
McGuireWoods LLP	Richmond	VA	Law Firms	95	95
Snagajob.com Inc.	Glen Allen	VA	Internet Services and Retailing	95	95
Huntington Ingalls Industries	Newport News	VA	Aerospace and Defense	90	90
Volkswagen Group of America Inc.	Herndon	VA	Automotive	90	90
AES Corp., The	Arlington	VA	Energy and Utilities	85	85
Ramboll US Corporation	Arlington	VA	Consulting and Business Services	80	
Norfolk Southern Corp.	Norfolk	VA	Mail and Freight Delivery	75	75
Appian Corporation	Mclean	VA	Computer Software	65	
DXC Technology	Tysons	VA	Computer and Data Services	60	60
General Dynamics Corp.	Falls Church	VA	Aerospace and Defense	60	60
Software AG USA Inc.	Reston	VA	Computer Software	45	40
Beacon Roofing Supply Inc.	Herndon	VA	Engineering and Construction	20	
Markel Corporation	Glen Allen	VA	Insurance	20	0
NVR Inc.	Reston	VA	Engineering and Construction	20	0
Performance Food Group Co.	Richmond	VA	Food, Beverages and Groceries	20	20
<b>Vermont</b>					
Ben & Jerry's Homemade Inc.	South Burlington	VT	Food, Beverages and Groceries	100	100
<b>Washington</b>					
Amazon.com Inc.	Seattle	<b>WA</b>	Retail and Consumer Products	100	100
Brooks Sports Inc.	Seattle	<b>WA</b>	Retail and Consumer Products	100	100
Davis Wright Tremaine LLP	Seattle	<b>WA</b>	Law Firms	100	100
Expedia Group	Bellevue	<b>WA</b>	Internet Services and Retailing	100	100
Fortive Corp.	Everett	<b>WA</b>	Manufacturing	100	100
Lane Powell PC	Seattle	<b>WA</b>	Law Firms	100	100
Microsoft Corp.	Redmond	<b>WA</b>	Computer Software	100	100
Nordstrom Inc.	Seattle	<b>WA</b>	Retail and Consumer Products	100	100
Perkins Coie LLP	Seattle	<b>WA</b>	Law Firms	100	100

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Slalom	Seattle	<b>WA</b>	Consulting and Business Services	100	100
Starbucks Corp.	Seattle	<b>WA</b>	Retail and Consumer Products	100	100
T-Mobile USA Inc.	Bellevue	<b>WA</b>	Telecommunications	100	100
WE Communications	Bellevue	<b>WA</b>	Advertising and Marketing	100	100
Zillow Group	Seattle	<b>WA</b>	Real Estate, Residential	100	100
Recreational Equipment Inc.	Kent	<b>WA</b>	Retail and Consumer Products	95	90
Washington Permanente Medical Group	Renton	<b>WA</b>	Healthcare	95	95
Alaska Airlines	Seattle	<b>WA</b>	Airlines	90	90
Redfin Corp.	Seattle	<b>WA</b>	Real Estate, Residential	<b>85</b>	65
Weyerhaeuser Co.	Seattle	<b>WA</b>	Forest and Paper Products	<b>85</b>	95
<b>Adaptive</b> Biotechnologies Corporation	Seattle	<b>WA</b>	Chemicals and Biotechnology	75	
Costco Wholesale Corp.	Issaquah	<b>WA</b>	Retail and Consumer Products	60	60
Expeditors International of Washington Inc.	Seattle	<b>WA</b>	Transportation and Travel	20	20
Paccar Inc.	Bellevue	<b>WA</b>	Automotive	20	20
<b>Wisconsin</b>					
Alliant Energy Corp.	Madison	<b>WI</b>	Energy and Utilities	100	100
American Family Mutual Insurance Company, 5.1	Madison	<b>WI</b>	Insurance	100	100
CUNA Mutual Group	Madison	<b>WI</b>	Insurance	100	100
Fiserv Inc.	Brookfield	<b>WI</b>	Banking and Financial Services	100	20
Foley & Lardner LLP	Milwaukee	<b>WI</b>	Law Firms	100	100
Kohl's Corp.	Menomonee Falls	<b>WI</b>	Retail and Consumer Products	100	100
ManpowerGroup	Milwaukee	<b>WI</b>	Consulting and Business Services	100	100
Michael Best & Friedrich LLP	Milwaukee	<b>WI</b>	Law Firms	100	100
Northwestern Mutual Life Insurance	Milwaukee	<b>WI</b>	Banking and Financial Services	100	100
Quarles & Brady LLP	Milwaukee	<b>WI</b>	Law Firms	100	100
Robert W. Baird & Co. Incorporated	Milwaukee	<b>WI</b>	Banking and Financial Services	100	100
Rockwell Automation Inc.	Milwaukee	<b>WI</b>	Manufacturing	100	100
S.C. Johnson & Son Inc.	Racine	<b>WI</b>	Retail and Consumer Products	100	100
TDS Telecommunications, LLC	Madison	<b>WI</b>	Telecommunications	100	
Reinhart Boerner Van Deuren s.c.	Milwaukee	<b>WI</b>	Law Firms	95	95
UW Credit Union	Madison	<b>WI</b>	Banking and Financial Services	95	
Harley-Davidson Inc.	Milwaukee	<b>WI</b>	Automotive	90	90
Johnson Controls Inc.	Milwaukee	<b>WI</b>	Manufacturing	90	90
Kohler Co.	Kohler	<b>WI</b>	Manufacturing	90	90
Komatsu Mining Corp.	Milwaukee	<b>WI</b>	Mining and Metals	90	80
Johnson Financial Group	Racine	<b>WI</b>	Banking and Financial Services	70	
Oshkosh Corp.	Oshkosh	<b>WI</b>	Manufacturing	70	65
<b>West Virginia</b>					
Capital Area Services Company, LLC (CASC)	Charleston	WV	Consulting and Business Services	100	100
Highmark West Virginia	Parkersburg	WV	Healthcare	100	100