

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

Employer	Headquarters Location	State	Rating		
			2022 CEI Rating	2021 CEI Rating	Fortune 1000
1-800-FLOWERS.COM, Inc.	Carle Place	NY	85		
2U, Inc.	Lanham	MD	85		
3M Co.	St. Paul	MN	100	100	103
ABB Inc.	Cary	NC	90	90	
Abbott Laboratories	Abbott Park	IL	95	95	104
AbbVie Inc.	North Chicago	IL	100	100	99
Abercrombie & Fitch Co.	New Albany	OH	100	100	678
Aberdeen Standard Investments	Philadelphia	PA	100		
ABM Industries Inc.	New York	NY	20	20	482
ACA Group	Silver Spring	MD	85		
Accenture	New York	NY	100	100	
Activision Blizzard	Santa Monica	CA	*	100	405
Adaptive Biotechnologies Corporation	Seattle	WA	95	75	
Adidas North America Inc.	Portland	OR	100	100	
Adobe Inc.	San Jose	CA	100	100	285
ADP	Roseland	NJ	100	100	227
Advance Auto Parts (Advance Holding)	Raleigh	NC	90	90	330
Advanced Micro Devices Inc.	Santa Clara	CA	100	100	448
AECOM	Los Angeles	CA	100	100	163
Aegon Asset Management	Cedar Rapids	IA	95		
AES Corp., The	Arlington	VA	90	85	310
Aflac Incorporated	Columbus	GA	85	85	146
Agco	Duluth	GA	10	10	350
Agilent Technologies Inc.	Santa Clara	CA	75	85	537
AIG	New York	NY	100	100	66
Air Liquide US, LLC	Houston	TX	100	100	
Air Products & Chemicals Inc.	Allentown	PA	100	100	355
Airbnb Inc.	San Francisco	CA	100	100	
Airbus Americas Inc.	Herndon	VA	100	100	
Airlines Reporting Corporation (ARC)	Arlington	VA	100	100	
AK Steel Holding Corp.	West Chester	OH	0	20	467
Akamai Technologies Inc.	Cambridge	MA	100	100	806
Akerman LLP	Miami	FL	100	100	
Akin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	100	100	
Alaska Airlines	Seattle	WA	90	90	360
Albemarle Corporation	Charlotte	NC	60		683
Albertsons Companies Inc.	Boise	ID	90	80	55
Alcoa Corp.	Pittsburgh	PA	90	95	302
Alcon Inc	Fort Worth	TX	100	95	
Alight Solutions	Lincolnshire	IL	100	100	
AlixPartners LLP	New York	NY	100	100	
Alleghany Corp.	New York	NY	0	0	351
Allen & Overy LLP	New York	NY	90		
Alliance Data Systems Corp.	Columbus	OH	90	80	456
AllianceBernstein LP	Nashville	TN	100	100	
Alliant Energy Corp.	Madison	WI	100	100	675
Allianz Life Insurance Co. of North America	Minneapolis	MN	100	100	

* The HRC Foundation's "Best Places to Work" distinction helps the public understand a company's commitment to inclusive policies and practices for LGBTQ+ workers. Given ongoing concerns about and the extent of litigation against Activision Blizzard regarding workplace equality and safety for women and the LGBTQ+ community, HRC has suspended the company's Corporate Equality Index score and will not be rewarding it with a "Best Places to Work" distinction in the 2022 CEI. HRC and Activision Blizzard have had productive conversations about workplace policies and practices that will ensure that its workplace is continuing to improve in the areas of workplace equality, inclusion and safety.

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Allied Electronics and Automation	Fort Worth	TX	80		
Allstate Insurance Co.	Northbrook	IL	95	95	72
Ally Financial Inc.	Detroit	MI	100	100	273
Alston & Bird LLP	Atlanta	GA	100	100	
Altice USA Inc.	Long Island City	NY	100	100	327
Altria Group Inc.	Richmond	VA	100	100	167
Amalgamated Bank	New York	NY	100	100	
Amazon.com Inc.	Seattle	WA	100	100	2
AMC Entertainment Inc.	Leawood	KS	100	100	787
AMC Networks	New York	NY	70		771
Ameren Corp.	St. Louis	MO	100	100	488
American Airlines	Fort Worth	TX	100	100	70
American Axle & Manufacturing	Detroit	MI	20	20	460
American Century Investments	Kansas City	MO	80		
American Eagle Outfitters Inc.	Pittsburgh	PA	90	80	616
American Electric Power Co. Inc.	Columbus	OH	95	100	204
American Express Company	New York	NY	100	100	67
American Express Global Business Travel	Jersey City	NJ	100	100	
American Family Mutual Insurance Company, S.I	Madison	WI	100	100	254
American Financial Group	Cincinnati	OH	50	20	383
American Greetings Corp.	Cleveland	OH	100	90	965
American Honda Motor Co.	Torrance	CA	85	85	
American Tower Corp.	Boston	MA	95	95	414
American Water	Camden	NJ	85	85	682
Ameriprise Financial Inc.	Minneapolis	MN	90	90	245
AmerisourceBergan Corp.	Chesterbrook	PA	100	100	10
Amgen Inc.	Thousand Oaks	CA	100	100	135
AMN Healthcare Services Inc.	Dallas	TX	95	95	939
Amphenol Corp.	Wallingford	CT	20	20	386
Amyris, Inc.	Emeryville	CA	90		
Analog Devices Inc.	Norwood	MA	20	20	487
Andersen Corp.	Bayport	MN	100	85	
Andersons Inc., The	Maumee	OH	20	20	390
Anheuser-Busch Companies Inc.	St. Louis	MO	100	100	149
Anixter International Inc.	Glenview	IL	20		353
Anschutz Entertainment Group, Inc.	Los Angeles	CA	100	100	
Anthem Inc.	Indianapolis	IN	100	100	29
Aon plc	Chicago	IL	100	100	235
Apollo Global Management Inc.	New York	NY	100	100	754
Appian Corporation	McLean	VA	95	65	
Apple Inc.	Cupertino	CA	100	100	4
Applied Materials Inc.	Santa Clara	CA	100	100	218
AQR Capital Management LLC	Greenwich	CT	100	100	
Aramark Corp.	Philadelphia	PA	100	100	200
Arcadis U.S. Inc.	Highlands Ranch	CO	100	100	
Archer Daniels Midland Co.	Chicago	IL	100	90	54
Arconic	New York	NY	100	100	227

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Arent Fox LLP	Washington	DC	100	100	
Ares Management LLC	Los Angeles	CA	100	100	
Armstrong Teasdale LLP	St. Louis	MO	100	100	
Arnold & Porter Kaye Scholer LLP	Washington	DC	100	100	
Arrow Electronics	Centennial	CO	100	100	110
Arthur J. Gallagher & Co.	Rolling Meadows	IL	100	100	429
Arup US, Inc.	New York	NY	100	100	
Asbury Automotive Group	Duluth	GA	20	20	428
Ascena	New York	NY	100	100	473
Ashland Inc.	Covington	KY	40	40	694
Associated Banc-Corp	Green Bay	WI	100		
Assurant	New York	NY	100	100	315
Astellas Pharma US Inc.	Northbrook	IL	100	100	
AstraZeneca PLC	Wilmington	DE	100	100	
Asurion LLC	Nashville	TN	100	100	
AT&T Inc.	Dallas	TX	100	100	9
AthenaHealth Inc.	Watertown	MA	90	90	
Athene Holding Ltd.	West Des Moines	IA	85	80	
Atkore International Inc.	Harvey	IL	85		
Atlassian	San Francisco	CA	100	100	
Auto-Owners Insurance Group	Lansing	MI	20	0	320
Autodesk Inc.	San Rafael	CA	100	100	737
Autoliv Inc.	Auburn Hills	MI	20	20	360
AutoNation Inc.	Fort Lauderdale	FL	10	0	154
AutoZone Inc.	Memphis	TN	85	60	268
AvalonBay Communities Inc.	Arlington	VA	100		912
Avantor, Inc.	Radnor	PA	60		
Avaya Inc.	Santa Clara	CA	70	65	807
Avery Dennison	Glendale	CA	100	90	435
Avient Corporation	Avon Lake	OH	100	100	724
Avis Budget Group Inc.	Parsippany	NJ	95	95	345
Avita Pharmacy	Plano	TX	100	100	
Avnet Inc.	Phoenix	AZ	90	90	169
Avon Products Inc.	Rye	NY	80	80	485
Axiom Global Inc.	New York	NY	95	100	
BAE Systems Inc.	Falls Church	VA	100	100	
Bain & Co. Inc./ Bridgespan Group	Boston	MA	100	100	
Baker & Hostetler LLP	Cleveland	OH	100	100	
Baker & McKenzie LLP	Chicago	IL	100	100	
Baker Botts LLP	Houston	TX	100	100	
Baker Hughes Inc.	Houston	TX	20		120
Baker Tilly US, LLP	Chicago	IL	100		
Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Memphis	TN	90	90	
Ball Corp.	Westminster	CO	100	100	279
Ballard Spahr LLP	Philadelphia	PA	100	100	
Bank of America Corp.	Charlotte	NC	100	100	25
Bank of New York Mellon Corp., The	New York	NY	100	100	159

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Bank of the West	San Francisco	CA	100	100	
Barclays	New York	NY	100	100	
Barilla America Inc.	Northbrook	IL	100	100	
Barnes & Noble Inc.	New York	NY	100	100	685
Barnes & Thornburg LLP	Indianapolis	IN	85	90	
BASF Corp.	Florham Park	NJ	100	100	
Bass, Berry & Sims PLC	Nashville	TN	100	100	
Bath & Body Works, LLC	Columbus	OH	100	100	248
Battelle Energy Alliance (Idaho National Laboratory)	Idaho Falls	ID	95	95	
Battelle Memorial Institute	Columbus	OH	100	95	
Baxter International Inc.	Deerfield	IL	100	100	282
Bayer U.S. LLC	Whippany	NJ	100	100	
BB OPC LLC	New York	NY	90	90	
BBVA USA	Birmingham	AL	100	100	686
Beacon Roofing Supply Inc.	Herndon	VA	0	20	434
Beam Suntory	Chicago	IL	100	100	
Becton, Dickinson and Co.	Franklin Lakes	NJ	100	100	187
Bed Bath & Beyond Inc.	Union	NJ	70		265
Ben & Jerry's Homemade Inc.	South Burlington	VT	100	100	
Benchmark Senior Living LLC	Waltham	MA	65		
Berkeley Research Group LLC	Emeryville	CA	90	85	
Berkshire Bank	Boston	MA	100	100	
Berkshire Hathaway	Omaha	NE	0	20	0
Berry Appleman & Leiden LLP	Richardson	TX	80		
Berry Global, Inc.	Evansville	IN	20	20	388
Best Buy Co. Inc.	Richfield	MN	100	100	75
Big Lots	Columbus	OH	90	90	526
Biogen	Cambridge	MA	100	100	223
BioMarin Pharmaceutical Inc.	San Rafael	CA	100	100	
BJ's Wholesale Club	Westborough	MA	90	90	243
Black & Veatch Holding Inc.	Overland Park	KS	100	100	
Black Knight Inc.	Jacksonville	FL	95	100	
BlackRock	New York	NY	100	100	219
Blank Rome LLP	Philadelphia	PA	100	100	
Blend	San Francisco	CA	90	95	
Bloomberg LP	New York	NY	100	100	
Bloomin' Brands Inc.	Tampa	FL	75	50	628
Blue Cross & Blue Shield of Rhode Island	Providence	RI	100	100	
Blue Cross and Blue Shield of Louisiana	Baton Rouge	LA	70	70	
Blue Cross Blue Shield of Florida Inc.	Jacksonville	FL	100	100	
Blue Cross Blue Shield of Massachusetts	Boston	MA	100	100	
Blue Cross Blue Shield of Michigan	Detroit	MI	85	85	
Blue Cross Blue Shield of Minnesota	Eagan	MN	100	100	
Blue Cross Blue Shield of North Carolina	Durham	NC	65	75	
Blue Shield of California	San Francisco	CA	100	100	
BlueCross BlueShield of Tennessee	Chattanooga	TN	100	100	
BlueTriton Brands, Inc.	Stamford	CT	100	100	

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BMC Software Inc.	Houston	TX	95	45	915
BMO Financial Corp.	Chicago	IL	100	100	
BNP Paribas	New York	NY	100	100	
Bob Evans Farms Inc.	New Albany	OH	60	60	962
Boehringer Ingelheim USA Corp.	Ridgefield	CT	100	100	
Boeing Co.	Chicago	IL	100	90	40
Boies Schiller Flexner LLP	New York	NY	100	100	
Booking Holdings Inc.	Norwalk	CT	90		210
Books-A-Million Inc.	Birmingham	AL	80	80	
Booz Allen Hamilton Inc.	McLean	VA	100	100	450
BorgWarner Inc.	Auburn Hills	MI	75	75	312
Boston Consulting Group	Boston	MA	100	100	
Boston Scientific Corp.	Marlborough	MA	100	100	296
Box Inc.	Redwood City	CA	100	100	
BP America Inc.	Houston	TX	100	100	
Bracewell LLP	Houston	TX	95	95	
Bradley Arant Boult Cummings LLP	Birmingham	AL	90	90	
Bridgestone Americas Holding Inc.	Nashville	TN	90	90	
Bridgewater Associates LP	Westport	CT	100	100	
Bright Horizons	Newton	MA	90	90	975
Brighthouse Financial, Inc.	Charlotte	NC	90	20	457
Brinker International Inc.	Dallas	TX	90	85	745
Bristol Myers Squibb	New York	NY	100	100	115
Broadcom Inc.	Irvine	CA	90	20	138
Broadridge Financial Solutions Inc.	Lake Success	NY	100	100	610
Brooks Sports Inc.	Seattle	WA	100	100	
Brown Advisory	Baltimore	MD	100	100	
Brown and Caldwell	Walnut Creek	CA	90		
Brown Brothers Harriman & Co.	New York	NY	100	100	
Brown Rudnick LLP	Boston	MA	100	100	
Brown-Forman Corp.	Louisville	KY	100	100	730
Brownstein Hyatt Farber Schreck LLP	Denver	CO	100	100	
Bryan Cave Leighton Paisner LLP	St. Louis	MO	100	100	
Buchalter, a Professional Corporation	Los Angeles	CA	100	95	
Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	100	100	
Buckley LLP	Washington	DC	100	100	
Builders FirstSource Inc.	Dallas	TX	10	20	428
Burlington Northern Santa Fe Corp.	Fort Worth	TX	90		167
Burlington Stores Inc.	Burlington	NJ	90	90	424
Burr & Forman LLP	Birmingham	AL	90	90	
C. H. Robinson Worldwide	Eden Prairie	MN	75		208
C&S Wholesale Grocers Inc.	Keene	NH	100	100	
Cadence Design Systems	San Jose	CA	100	100	910
Cadwalader, Wickersham & Taft LLP	New York	NY	100	100	
Caesars Entertainment Inc	Las Vegas	NV	100	100	363
Cahill Gordon & Reindel	New York	NY	95	95	
Caleres	St. Louis	MO	100	95	797

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Calpine Corp.	Houston	TX	10	20	319
Cambia Health Solutions Inc.	Portland	OR	100	100	
Cambridge Associates LLC	Boston	MA	100	100	
Campbell Soup Company	Camden	NJ	90	85	322
CannonDesign	New York	NY	95	80	
Capgemini America, INC	Chicago	IL	100	100	
Capital Area Services Company, LLC (CASCI)	Charleston	WV	100	100	
Capital Group Companies Inc., The	Los Angeles	CA	100	100	
Capital Markets Company NV, The	New York	NY	100	100	
Capital One Financial Corp.	McLean	VA	100	100	97
Capri Holdings Limited	New York	NY	90	80	
Cardinal Health Inc.	Dublin	OH	100	100	16
CareFirst Inc.	Baltimore	MD	100	100	
CareSource	Dayton	OH	90	70	
Cargill Inc.	Wayzata	MN	100	100	
Cargo Transporters Inc.	Claremont	NC	100	100	
CarGurus, Inc.	Cambridge	MA	100		
Caribou Coffee Company Inc.	Minneapolis	MN	85	75	
Carlson Inc.	Minnetonka	MN	100	100	
Carlton Fields P.A.	Tampa	FL	100	100	
Carlyle Group LP, The	Washington	DC	100	100	713
CarMax Inc.	Richmond	VA	100	100	173
Carnival Corp.	Miami	FL	100	100	
Carrier Global Corporation	Palm Beach Gardens	FL	100	100	
Casey's General Stores Inc.	Ankeny	IA	0	0	378
Caterpillar Inc.	Deerfield	IL	75	80	62
CBRE Inc.	Los Angeles	CA	100	100	128
CDW Corp.	Lincolnshire	IL	100	100	178
Celanese Corp.	Irving	TX	100	100	470
Celgene Corp.	Summit	NJ	100	100	207
Cengage Learning Inc.	Boston	MA	100	100	
Centene Corp.	St. Louis	MO	100	100	42
Center for Community Self-Help	Durham	NC	70	70	
CenterPoint Energy Inc.	Houston	TX	70	65	260
Cerner Corp.	North Kansas City	MO	100	100	498
Cetera Financial Group	El Segundo	CA	95		
CGI	Fairfax	VA	100	100	
Change Healthcare	Nashville	TN	90	90	
Chapman and Cutler LLP	Chicago	IL	100	100	
Charles Schwab & Co. Inc.	San Francisco	CA	100	100	271
Charter Communications	Stamford	CT	90	90	71
Chemonics International Inc	Washington	DC	100	100	
Chesapeake Energy Corp.	Oklahoma City	OK	70	70	373
Chevron Corp.	San Ramon	CA	100	100	15
CHG Healthcare Inc.	Midvale	UT	100	85	
Chico's FAS Inc.	Fort Myers	FL	75	75	985
Chipotle Mexican Grill Inc.	Newport Beach	CA	100	100	506

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Choate, Hall & Stewart LLP	Boston	MA	100	100	
Chobani	Norwich	NY	100	100	
Choice Hotels International Inc.	Rockville	MD	100	100	
CHS Inc.	Inver Grove Heights	MN	10	20	108
Chubb Ltd.	Philadelphia	PA	100	100	215
CIBC Bank USA	Chicago	IL	85	60	
CIGNA Corp.	Bloomfield	CT	100	100	13
Cimpress USA	Waltham	MA	100	100	
Cincinnati Financial Corp.	Fairfield	OH	20		400
Cintas Corp.	Cincinnati	OH	10	20	441
Cisco Systems Inc.	San Jose	CA	100	100	63
Citigroup Inc.	New York	NY	100	100	31
Citizens Financial Group	Providence	RI	100	100	395
Citrix Systems Inc.	Fort Lauderdale	FL	100	100	779
CKE Restaurants Inc.	Franklin	TN	85		991
Clarivate, Plc	Chandler	AZ	75		
Cleary Gottlieb Steen & Hamilton LLP	New York	NY	100	100	
Clifford Chance US LLP	New York	NY	90	90	
Clorox Co., The	Oakland	CA	100	100	474
Cloudera Inc.	Palo Alto	CA	70	70	
Cloudflare Inc	San Francisco	CA	100	100	
CME Group Inc.	Chicago	IL	100	100	558
CNA Financial Corporation	Chicago	IL	100	100	
CNO Financial Group Inc.	Carmel	IN	100	95	643
Coca-Cola Co., The	Atlanta	GA	100	100	88
Code42 Software Inc.	Minneapolis	MN	90		
Cognizant Technology Solutions Corp.	Teaneck	NJ	100	70	194
Coinbase Inc.	San Francisco	CA	95	95	
Colgate-Palmolive Co.	New York	NY	100	100	203
Collaborative Solutions, LLC	Reston	VA	80		
Coloplast US	Minneapolis	MN	95	70	
Comcast NBCUniversal	Philadelphia	PA	100	100	28
Comerica Inc.	Dallas	TX	100	100	659
Commerce Bank	Kansas City	MO	90	90	
Commercial Metals	Irving	TX	20		491
Commonwealth Equity Services, LLC dba Commonwealth Financial Network	Waltham	MA	70		
Commscope	Hickory	NC	20		381
Community Care Behavioral Health Organization	Pittsburgh	PA	100	100	
Community Health Systems, Inc.	Franklin	TN	10	20	241
Compass Group USA Inc.	Charlotte	NC	80	80	
Conagra Brands Inc.	Chicago	IL	100	100	334
Conduent Incorporated	Florham Park	NJ	100	80	599
ConocoPhillips	Houston	TX	100	100	93
Consolidated Edison, Inc.	New York	NY	85	65	256
Constellation Brands Inc.	Victor	NY	100	100	392
Consumers Energy	Jackson	MI	90	90	443
Convergys Corp.	Cincinnati	OH	90	90	772

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Cooley LLP	Palo Alto	CA	100	100	
Cooper Tire & Rubber Co.	Findlay	OH	100	100	830
CooperCompanies	San Ramon	CA	100	85	
Core-Mark Holding Company Inc.	Westlake	TX	80	70	240
CoreLogic	Irvine	CA	50	50	998
Cornerstone OnDemand Inc.	Santa Monica	CA	85	85	
Corning	Corning	NY	100	90	277
Corteva Agriscience	Wilmington	DE	100	100	234
Cosmopolitan of Las Vegas, The	Las Vegas	NV	100	100	
Costco Wholesale Corp.	Issaquah	WA	60	60	14
Coty Inc.	New York	NY	95	85	366
Covington & Burling LLP	Washington	DC	100	100	
Cox Enterprises Inc.	Atlanta	GA	100	100	
Cozen O'Connor	Philadelphia	PA	100	100	
Cracker Barrel Old Country Store Inc.	Lebanon	TN	80	80	767
Crate and Barrel / CB2	Northbrook	IL	90	75	
Cravath, Swaine & Moore LLP	New York	NY	90	90	
Credit Suisse USA Inc.	New York	NY	100	100	
CrowdStrike Inc.	Sunnyvale	CA	100	100	
Crowell & Moring LLP	Washington	DC	100	100	
Crown Castle International Corp.	Houston	TX	0		495
Crown Holdings	Philadelphia	PA	25	20	272
Crum & Forster	Morristown	NJ	95		
CSAA Insurance Group	Walnut Creek	CA	100	100	
CSX Corp.	Jacksonville	FL	75	80	267
Cubic Corporation	San Diego	CA	100	100	
Cummins Inc.	Columbus	IN	100	100	132
CUNA Mutual Group	Madison	WI	100	100	632
Cushman & Wakefield	Chicago	IL	100	100	
CVS Health Corp.	Woonsocket	RI	100	90	5
Daimler Trucks North America LLC	Portland	OR	90	80	
Dana Inc.	Maumee	OH	65	90	367
Danaher Corp.	Washington	DC	100	100	161
Daniel J. Edelman Inc.	New York	NY	100	90	
Danone North America	White Plains	NY	100	100	
Darden Restaurants Inc.	Orlando	FL	100	90	372
Davis Polk & Wardwell LLP	New York	NY	100	100	
Davis Wright Tremaine LLP	Seattle	WA	100	100	
DaVita Inc.	Denver	CO	85		230
Day & Zimmermann LLC	Philadelphia	PA	90	95	
Day Pitney LLP	Parsippany	NJ	100	100	
DCP Midstream Partners	Denver	CO	20	20	413
Dean Foods Co.	Dallas	TX	10	0	421
Debevoise & Plimpton LLP	New York	NY	100	100	
Dechert LLP	Philadelphia	PA	100	100	
Deere & Co.	Moline	IL	90	90	84
Del Monte Foods, Inc.	Walnut Creek	CA	100		

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Delek US Holdings	Brentwood	TN	80	60	342
Dell Technologies Inc.	Round Rock	TX	100	100	34
Deloitte LLP	New York	NY	100	100	
Delta Air Lines Inc.	Atlanta	GA	85	85	68
Deluxe Corp.	Shoreview	MN	100	85	995
Denny's Corp.	Spartanburg	SC	90	90	
Dentaquest	Boston	MA	95		
Dentons US LLP	Washington	DC	100	100	
dentsu international	New York	NY	100		
Depository Trust & Clearing Corp., The	New York	NY	100	100	
Designer Brands	Columbus	OH	100	100	698
Deutsche Bank	New York	NY	100	100	
Devon Energy Corp.	Oklahoma City	OK	75	65	419
Diageo North America	Norwalk	CT	100	100	
Dick's Sporting Goods Inc.	Coraopolis	PA	95	90	362
Dickinson Wright PLLC	Detroit	MI	100	100	
Diebold Nixdorf, Incorporated	North Canton	OH	90		607
Digitas	Boston	MA	100	100	
Dillard's Inc.	Little Rock	AR	20	20	468
Dinsmore & Shohl LLP	Cincinnati	OH	90	90	
Direct Energy	Houston	TX	90	90	
Discover Financial Services	Riverwoods	IL	100	100	231
Discovery Inc.	New York	NY	90	20	287
DISH Network Corp.	Englewood	CO	70	10	251
Dixon Hughes Goodman LLP	Charlotte	NC	100		
DLA Piper	Baltimore	MD	100	100	
Dollar General Corp.	Goodlettsville	TN	90	90	112
Dominion Energy	Richmond	VA	100	100	197
Domino's Pizza Inc.	Ann Arbor	MI	90	75	679
DoorDash, Inc.	San Francisco	CA	100		
Dorsey & Whitney LLP	Minneapolis	MN	100	100	
Dover Corp.	Downers Grove	IL	0	20	433
Dow	Midland	MI	100	100	78
Doximity, Inc.	San Francisco	CA	90		
DR Horton Inc.	Arlington	TX	20	20	183
Dropbox Inc.	San Francisco	CA	100	100	
DTE Energy Co.	Detroit	MI	75	75	253
Duane Morris LLP	Philadelphia	PA	100	100	
Duke Energy Corp.	Charlotte	NC	100	100	123
Dun & Bradstreet Corp., The	Short Hills	NJ	100	100	996
DXC Technology	Tysons	VA	60	60	155
Dykema Gossett PLLC	Detroit	MI	100	100	
E. I. du Pont de Nemours and Co. (DuPont)	Wilmington	DE	100	100	152
E&J Gallo Winery	Modesto	CA	100	100	
EAB	Washington	DC	100	100	
Eastern Bank Corporation/Eastern Bankshares, Inc.	Boston	MA	100	100	
Eastman Chemical Co.	Kingsport	TN	100	100	343

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Eastman Kodak Co.	Rochester	NY	100	100	966
Eaton Corp.	Cleveland	OH	100	100	163
eBay Inc.	San Jose	CA	100	100	295
Ecolab Inc.	St. Paul	MN	100	100	213
Edelman Financial Engines, LLC	Boston	MA	50		
Edison International	Rosemead	CA	100	100	259
Edward Jones	Des Peres	MO	100	100	336
Egon Zehnder International Inc.	New York	NY	100	100	
Electronic Arts Inc.	Redwood City	CA	100	100	550
Eli Lilly & Co.	Indianapolis	IN	100	100	145
EMCOR Group Inc.	Norwalk	CT	20	20	344
EMD Serono, MilliporeSigma and EMD Electronics	Burlington	MA	100	100	
Emerson Electric Co.	St. Louis	MO	100	100	176
Emmis Communications Corporation	Indianapolis	IN	50	50	
Empower Retirement	Greenwood Village	CO	100	85	
Enbridge	Houston	TX	100	100	519
Encova Insurance	Columbus	OH	80	80	
Energy Transfer Equity L.P.	Dallas	TX	20	20	59
ENGIE North America	Houston	TX	95	90	
EnLink Midstream	Dallas	TX	20	0	483
Entergy Corp.	New Orleans	LA	90	90	293
Enterprise Community Partners	Columbia	MD	90	85	
Enterprise Holdings Inc.	St. Louis	MO	95	95	
Enterprise Products Partners LP	Houston	TX	10	10	101
EOG Resources	Houston	TX	20	20	186
Epsilon Data Management LLC	Irving	TX	100	100	
Epstein Becker & Green PC	New York	NY	100	90	
EQT Corporation	Pittsburgh	PA	95	95	605
Equinix	Redwood City	CA	100	90	509
Equitable	New York	NY	100	100	333
Ericsson Inc	Plano	TX	100	100	
Erie Insurance Group	Erie	PA	90	90	376
Ernst & Young LLP	New York	NY	100	100	
Essendant	Deerfield	IL	70	70	522
Estée Lauder Companies Inc., The	New York	NY	100	100	215
Esurance Inc.	San Francisco	CA	75	75	
Ethan Allen Interiors Inc.	Danbury	CT	75	75	
Etsy Inc.	Brooklyn	NY	100	100	
Eurofins Scientific	Lancaster	PA	85	60	
Everbridge, Inc.	Burlington	MA	60		
Eversheds Sutherland (US) LLP	Atlanta	GA	100	100	
Eversource Energy	Springfield	MA	90	85	371
Evolent Health Inc.	Arlington	VA	100	100	
Excellus Health Plan Inc.	Rochester	NY	90	90	
Exelon Corp.	Chicago	IL	100	100	95
Expedia Group	Bellevue	WA	100	100	263
Expeditors International of Washington Inc.	Seattle	WA	10	20	389

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Experian North America	Costa Mesa	CA	100	100	
Exxon Mobil Corp.	Irving	TX	85	85	3
F5 Networks Inc.	Seattle	WA	80		932
Factory Mutual Insurance Co.	Johnston	RI	0		447
FactSet Research Systems Inc.	Norwalk	CT	100	100	
Faegre Drinker Biddle & Reath LLP	Chicago	IL	100	100	
Farmers Insurance Group	Woodland Hills	CA	100	100	255
Federal Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	100	100	41
Federal National Mortgage Association (Fannie Mae)	Washington	DC	100	100	24
Federal Reserve Bank of Atlanta	Atlanta	GA	100	100	
Federal Reserve Bank of Boston	Boston	MA	100	100	
Federal Reserve Bank of Chicago	Chicago	IL	100	100	
Federal Reserve Bank of Cleveland	Cleveland	OH	100	100	
Federal Reserve Bank of Dallas	Dallas	TX	100	85	
Federal Reserve Bank of Kansas City	Kansas City	MO	100	100	
Federal Reserve Bank of Minneapolis	Minneapolis	MN	100	100	
Federal Reserve Bank of New York	New York	NY	100	100	
Federal Reserve Bank of Philadelphia	Philadelphia	PA	100	100	
Federal Reserve Bank of Richmond	Richmond	VA	100	100	
Federal Reserve Bank of San Francisco	San Francisco	CA	100	100	
Federal Reserve Bank of St Louis	Saint Louis	MO	100	100	
FedEx Corp.	Memphis	TN	85	85	47
Fenwick & West LLP	Mountain View	CA	100	100	
Fidelity Investments	Boston	MA	85	85	
Fidelity National Financial Corp.	Jacksonville	FL	20	20	378
Fidelity National Information Services Inc.	Jacksonville	FL	100	100	303
Fifth Third Bancorp	Cincinnati	OH	100	100	325
Financial Industry Regulatory Authority Inc.	Washington	DC	100	100	
Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	100	100	
Firmenich Inc.	Plainsboro	NJ	80	80	
First American Financial Corp.	Santa Ana	CA	100	100	476
First Horizon Corporation	Memphis	TN	75	75	927
FirstEnergy Corp.	Akron	OH	90	90	294
Fiserv Inc.	Brookfield	WI	100	100	311
Fish & Richardson PC	Boston	MA	100	100	
Fisher & Phillips LLP	Atlanta	GA	100	100	
Fitch Group Inc	New York	NY	100	100	
Flagstar Bancorp Inc.	Troy	MI	80	80	
Fleishman-Hillard Inc.	St. Louis	MO	100	100	
Fluor Corp.	Irving	TX	80	60	181
FMC Corp.	Philadelphia	PA	100	100	578
Foley & Lardner LLP	Milwaukee	WI	100	100	
Foley Hoag LLP	Boston	MA	100	100	
Food Lion LLC	Salisbury	NC	100	100	
Foot Locker Inc.	New York	NY	90		397
Ford Motor Co.	Dearborn	MI	90	80	12
Fortive Corp.	Everett	WA	100	100	422

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Fortune Brands Home & Security Inc.	Deerfield	IL	10		484
Fossil Group Inc.	Richardson	TX	100	100	942
Fox Corporation	New York	NY	100	100	280
Fox Rothschild LLP	Philadelphia	PA	100	100	
Franklin Templeton Investments	San Mateo	CA	100	100	493
Fredrikson & Byron	Minneapolis	MN	100	100	
Freeport-McMoRan Copper & Gold Inc.	Phoenix	AZ	0	20	321
Fried, Frank, Harris, Shriver & Jacobson LLP	New York	NY	100	100	
Frontier Communications	Norwalk	CT	20	20	393
Frost Brown Todd LLC	Cincinnati	OH	100	100	
Fujitsu America, Inc.	Richardson	TX	100	100	
Galloway, Johnson, Tompkins, Burr & Smith PLC	New Orleans	LA	90	90	
GameStop Corp.	Grapevine	TX	100	100	464
Gannett Co. Inc.	McLean	VA	100	100	716
Gap Inc.	San Francisco	CA	100	100	199
Gartner Inc.	Stamford	CT	100	100	621
Gastronomy Inc.	Salt Lake City	UT	30	30	
GE Appliances	Louisville	KY	100	100	
Genentech Inc.	South San Francisco	CA	100	100	
General Dynamics Corp.	Falls Church	VA	60	60	83
General Electric Co.	Boston	MA	90	90	33
General Mills Inc.	Minneapolis	MN	100	100	192
General Motors Co.	Detroit	MI	90	90	18
Genesco Inc.	Nashville	TN	100	100	948
Genuine Parts Co.	Atlanta	GA	20	20	171
Genworth Financial Inc.	Richmond	VA	100	100	364
Gerson Lehrman Group Inc	New York	NY	100	100	
Giant Eagle Inc.	Pittsburgh	PA	100	100	
Giant of Maryland LLC	Landover	MD	100	100	
Gibson, Dunn & Crutcher LLP	Los Angeles	CA	100	100	
Gilbane Building Company	Providence	RI	90		
Gilead Sciences Inc.	Foster City	CA	100	100	140
GlaxoSmithKline LLC	Research Triangle Park	NC	100	100	
Global Partners	Waltham	MA	0	20	346
Global Payments Inc.	Atlanta	GA	100	100	553
GM Cruise Holdings LLC	San Francisco	CA	75		
GODADDY Inc.	Scottsdale	AZ	100	100	787
Goldman Sachs Group Inc., The	New York	NY	100	100	60
Goodwin Procter LLP	Boston	MA	100	100	
Goodyear Tire & Rubber Co.	Akron	OH	90	90	216
Google Inc.	Mountain View	CA	100	100	11
Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	100	100	
Goulston & Storrs	Boston	MA	100	100	
Government Employees Health Association, Inc.	Lee's Summit	MO	90		
Grant Thornton LLP	Chicago	IL	100	100	
Grantham, Mayo, Van Otterloo & Co. (GMO) LLC	Boston	MA	100		
Graphic Packaging International, LLC	Atlanta	GA	20	20	477

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Graybar Electric Company Inc.	St. Louis	MO	20	20	415
Great River Energy	Maple Grove	MN	100	100	
Greenberg Traurig LLP	New York	NY	100	100	
GreenPath Inc.	Farmington Hills	MI	85		
Group 1 Automotive	Houston	TX	20	10	364
Groupon Inc.	Chicago	IL	100	100	940
Guardian Life Insurance Co. of America, The	New York	NY	100	100	238
Guess? Inc.	Los Angeles	CA	90	90	843
Guidehouse	Washington	DC	100	100	
Gusto, Inc.	San Francisco	CA	95	90	
H&R Block Inc.	Kansas City	MO	100	100	764
Hachette Book Group	New York	NY	90	90	
Hain Celestial Group Inc., The	Lake Success	NY	80	80	836
Halliburton Co.	Houston	TX	20	20	142
Hallmark Cards Inc.	Kansas City	MO	100	100	
Hanesbrands Inc.	Winston-Salem	NC	90	90	436
Hannaford Supermarkets	Scarborough	ME	100	100	
Hanover Insurance Group Inc., The	Worcester	MA	100	100	554
Harley-Davidson Inc.	Milwaukee	WI	80	90	519
Hartford Financial Services Group Inc., The	Hartford	CT	100	100	160
Hasbro Inc.	Pawtucket	RI	100	100	574
Hawaiian Airlines Inc.	Honolulu	HI	80	80	819
Haynes and Boone LLP	Dallas	TX	100	100	
HCA Healthcare Inc.	Nashville	TN	90	85	65
HCL Technologies Ltd.	Sunnyvale	CA	90		
HD Supply	Atlanta	GA	20	20	478
Health Care Service Corp.	Chicago	IL	100	100	
HealthEquity, Inc.	Draper	UT	85		
Hearst Corp., The	New York	NY	100		
Henkel Corporation	Rocky Hill	CT	95		
Henry Schein Inc.	Melville	NY	100	100	304
HERE North America LLC	Chicago	IL	100	100	
Herman Miller Inc.	Zeeland	MI	100	100	864
Herrick Feinstein LLP	New York	NY	95	80	
Hershey Co., The	Hershey	PA	100	100	398
Hertz Global Holdings Inc.	Estero	FL	100	100	326
Hess Corp.	New York	NY	100	85	461
Hewlett Packard Enterprise Co.	San Jose	CA	100	100	109
Highmark Blue Cross Blue Shield Delaware	Wilmington	DE	100	100	
Highmark Inc.	Pittsburgh	PA	100	100	
Highmark West Virginia	Parkersburg	WV	100	100	
Hilti Inc.	Plano	TX	100	100	
HILTON	McLean	VA	100	100	338
Hinshaw & Culbertson LLP	Chicago	IL	100	100	
Hiscox USA	New York	NY	95	95	
Hitachi Vantara	Santa Clara	CA	100	95	
HKS INC.	Dallas	TX	70		

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			2022 CEI Rating	2021 CEI Rating	Fortune 1000
Hogan Lovells US LLP	Washington	DC	100	100	
Holland & Hart LLP	Denver	CO	100	100	
Holland & Knight LLP	Brandon	FL	100	100	
HollyFrontier Corp.	Dallas	TX	20	20	184
Home Depot Inc., The	Atlanta	GA	90	90	26
Honeywell International Inc.	Charlotte	NC	85	60	92
Horizon Blue Cross Blue Shield of New Jersey	Newark	NJ	100	100	
Horizon Media Inc.	New York	NY	75	75	
Hormel Foods Corp.	Austin	MN	95	95	337
Host Hotels & Resorts Inc.	Bethesda	MD	80	80	514
Houghton Mifflin Harcourt Co.	Boston	MA	100	95	
Howard & Howard Attorneys PLLC	Royal Oak	MI	80	60	
Howmet Aerospace	Pittsburgh	PA	100		226
HP Inc.	Palo Alto	CA	100	100	58
HSBC USA	New York	NY	100	100	
Hughes Hubbard & Reed LLP	New York	NY	90	90	
Humana Inc.	Louisville	KY	100	100	52
Huntington Bancshares Inc.	Columbus	OH	100	100	500
Huntington Ingalls Industries	Newport News	VA	90	90	357
Hunton Andrews Kurth LLP	Washington	DC	100	100	
Huntsman Corp.	The Woodlands	TX	40	40	382
Huron Consulting Group Inc.	Chicago	IL	100	100	
Husch Blackwell LLP	St. Louis	MO	100	100	
Hyatt Hotels Corp.	Chicago	IL	100	100	546
Hyland Software Inc.	Westlake	OH	85	75	
Hypertherm Inc.	Hanover	NH	75		
Hyundai Motor America	Fountain Valley	CA	100	100	
Hyve Solutions Corporations	Fremont	CA	100		
IAC/InterActiveCorp.	New York	NY	100	100	568
IBM Corp.	Armonk	NY	100	100	38
Icahn Enterprises LP	New York	NY	0	0	353
Ice Miller LLP	Indianapolis	IN	100	100	
IGT	Providence	RI	100		
iHeartMedia Inc.	San Antonio	TX	75	95	668
IHG Hotels & Resorts	Atlanta	GA	100	100	
IHS Markit Ltd.	New York	NY	100	100	
IKEA Holding US Inc.	Conshohocken	PA	100	100	
Illinois Tool Works Inc.	Glenview	IL	100	80	229
Illumina	San Diego	CA	100	100	687
Impossible Foods	Redwood City	CA	100	100	
Indeed Inc.	Austin	TX	100	100	
Informa PLC	New York	NY	90	90	
Infosys Limited Inc.	Richardson	TX	100	95	
Ingersoll-Rand Company	Davidson	NC	90	90	881
Ingram Micro	Irvine	CA	100	100	64
Ingredion Inc.	Westchester	IL	95	95	475
Inmar, Inc.	Winston Salem	NC	70		

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Insight Enterprises Inc.	Tempe	AZ	100	95	409
Instacart	San Francisco	CA	100	100	
Integral Ad Science, Inc.	New York	NY	100		
Intel Corp.	Santa Clara	CA	100	100	45
Intercontinental Exchange	Atlanta	GA	20	20	489
International Flavors & Fragrances	New York	NY	100	100	540
International Paper Co.	Memphis	TN	20	30	144
Interpublic Group of Companies Inc.	New York	NY	100	100	308
INTL.FCStone Inc.	New York	NY	0	20	100
Intrado	Omaha	NE	100	100	864
Intuit Inc.	Mountain View	CA	100	100	445
Invesco Ltd.	Atlanta	GA	100	100	
Invitation Homes	Dallas	TX	80		
IQVIA Holdings	Durham	NC	10	20	290
Iron Mountain Inc.	Boston	MA	100	100	619
J. Crew Group, LLC	New York	NY	100	100	866
J. M. Smucker Co.	Orrville	OH	95	80	407
J.B. Hunt Transport	Lowell	AR	75	70	346
J.C. Penney Co. Inc.	Plano	TX	90	90	286
Jabil Circuit Inc.	St. Petersburg	FL	20	20	121
Jackson Financial Inc	Lansing	MI	90		
Jackson Lewis PC	New York	NY	100	100	
Jackson Walker LLP	Dallas	TX	75	75	
Jacobs Engineering Group Inc.	Dallas	TX	100	100	206
Janus Henderson Investors	Denver	CO	100	100	
Jenner & Block LLP	Chicago	IL	100	100	
JetBlue Airways Corp.	Long Island City	NY	90	90	394
JLL	Chicago	IL	100	100	179
John Hancock Financial Services Inc.	Boston	MA	100	100	192
John Wiley & Sons Inc.	Hoboken	NJ	100	100	973
Johnson & Johnson	New Brunswick	NJ	100	100	35
Johnson Controls Inc.	Milwaukee	WI	100	90	70
Johnson Financial Group	Racine	WI	100	70	
JPMorgan Chase & Co.	New York	NY	100	100	17
JSX	Dallas	TX	100	100	
K&L Gates LLP	Pittsburgh	PA	100	100	
Kaiser Permanente	Oakland	CA	100	100	
Kantar LLC	New York	NY	95	90	
Katten Muchin Rosenman LLP	Chicago	IL	100	100	
KB Home	Los Angeles	CA	30	30	591
Kearney	Chicago	IL	100	100	
Keep Truckin, Inc.	San Francisco	CA	95		
Kelley Drye & Warren LLP	New York	NY	100	100	
Kellogg Co.	Battle Creek	MI	100	100	237
Kelly Services Inc.	Troy	MI	100	100	521
Kenneth Cole Productions Inc.	New York	NY	90	90	
Kering Americas Inc.	New York	NY	100	100	

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Keurig Dr Pepper Inc.	Frisco	TX	100	100	288
KeyCorp	Cleveland	OH	100	100	411
Kilpatrick Townsend & Stockton LLP	Atlanta	GA	100	100	
Kimberly-Clark Corp.	Irving	TX	100	90	175
Kimco Realty Corp.	Jericho	NY	100		
Kimpton Hotel & Restaurant Group LLC	San Francisco	CA	100	100	
Kin + Carta	Chicago	IL	90		
Kinder Morgan Inc.	Houston	TX	20	20	343
King & Spalding LLP	Atlanta	GA	100	100	
Kirkland & Ellis LLP	Chicago	IL	100	100	
KKR & Co. LP	New York	NY	100	100	349
KLA Corporation	Milpitas	CA	30	30	588
Kobre & Kim	New York	NY	100	100	
Kohl's Corp.	Menomonee Falls	WI	100	100	165
Kohler Co.	Kohler	WI	90	90	
Komatsu Mining Corp.	Milwaukee	WI	90	90	843
Korn Ferry	Los Angeles	CA	100	100	
KPMG LLP	New York	NY	100	100	
Kraft Heinz Company, The	Chicago	IL	100	100	122
Kramer Levin Naftalis & Frankel LLP	New York	NY	100	85	
Kroger Co., The	Cincinnati	OH	100	100	23
Kroll, LLC	New York	NY	90	85	
Kutak Rock LLP	Omaha	NE	100	100	
L.L. Bean Inc.	Freeport	ME	90	90	
L'Oréal USA Inc.	New York	NY	100	100	
L3 Harris Technologies	Melbourne	FL	100	100	250
Laboratory Corporation of America Holdings	Burlington	NC	100	100	274
Laclede Group Inc., The	St. Louis	MO	60	60	959
Lam Research Corp.	Fremont	CA	100	100	331
Land O'Lakes Inc.	Arden Hills	MN	100	90	232
Lane Powell PC	Seattle	WA	100	100	
Las Vegas Sands Corp.	Las Vegas	NV	85	85	235
Latham & Watkins LLP	New York	NY	100	100	
Lathrop GPM	Kansas City	MO	95	95	
Lear Corp.	Southfield	MI	90	90	166
Leidos Holdings	Reston	VA	95	100	289
LendingClub	San Francisco	CA	100	85	
Lendlease Americas Inc.	New York	NY	100	100	
Lennar Corp.	Miami	FL	20	20	147
LENOVO (UNITED STATES) INC.	Morrisville	NC	100	100	
Leo Burnett Company Inc.	Chicago	IL	100	100	
Levi Strauss & Co.	San Francisco	CA	100	100	495
LexisNexis Legal & Professional	New York	NY	100	100	
Lexmark International Inc.	Lexington	KY	100	100	638
Liberty Media Corp.	Englewood	CO	20	0	306
Liberty Mutual Group	Boston	MA	100	100	77
Lidl US	Arlington	VA	80		

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Lincoln National Corp.	Radnor	PA	100	100	188
Linde	Danbury	CT	90	90	264
LinkedIn	Sunnyvale	CA	100	100	733
Lions Gate Entertainment Corp.	Santa Monica	CA	100	100	
Lithia Motors, Inc.	Medford	OR	20	20	353
Littler Mendelson PC	San Francisco	CA	100	100	
Live Nation Entertainment Inc.	Beverly Hills	CA	100	100	275
Livongo	Mountain View	CA	90	90	
LKQ Corp.	Chicago	IL	55	20	257
Locke Lord LLP	Dallas	TX	100	100	
Lockheed Martin Corp.	Bethesda	MD	100	100	57
Loeb & Loeb LLP	Los Angeles	CA	100	100	
Loews Corp.	New York	NY	55	55	212
Logmein, Inc.	Boston	MA	90		
Lord, Abbett & Co. LLC	Jersey City	NJ	100	100	
Lowe's Companies Inc.	Mooresville	NC	100	100	44
Lowenstein Sandler LLP	New York	NY	100	100	
LPL Financial Holdings Inc.	Boston	MA	100	100	503
Lubrizol Corp.	Wickliffe	OH	85	90	423
Lumen Technologies	Monroe	LA	100	100	143
Lyft Inc.	San Francisco	CA	100	100	680
M&T Bank Corp.	Buffalo	NY	100	100	438
Macmillan Learning	New York	NY	100	100	
Macmillan Publishing Group	New York	NY	100	100	
Macquarie Group Ltd.	New York	NY	100	100	
Macy's Inc.	Cincinnati	OH	100	100	120
Magellan Health Services Inc.	Scottsdale	AZ	0	20	432
Mallinckrodt LLC	Hazelwood	MO	100	100	
Manatt, Phelps & Phillips LLP	Los Angeles	CA	100	100	
ManpowerGroup	Milwaukee	WI	100	100	158
Marathon Oil Corp.	Houston	TX	60	60	534
Marathon Petroleum Corp.	Findlay	OH	100	100	22
Markel Corporation	Glen Allen	VA	20	20	335
Marriott International Inc.	Bethesda	MD	100	100	157
Mars Inc.	Hackettstown	NJ	100	100	
Marsh & McLennan Companies Inc.	New York	NY	100	100	191
Masco Corp.	Livonia	MI	90	80	384
Massachusetts Mutual Life Insurance Co.	Springfield	MA	100	100	89
MasTec Inc.	Coral Gables	FL	10	10	430
Mastercard	Purchase	NY	100	100	195
Match Group	Dallas	TX	100		
Mathematica Policy Research	Princeton	NJ	95	100	
Mattel Inc.	El Segundo	CA	100	100	593
Mayer Brown LLP	Chicago	IL	100	100	
McCarter & English LLP	Newark	NJ	85	85	
McCormick & Company Inc.	Hunt Valley	MD	90	90	523
McDermott Will & Emery LLP	Chicago	IL	100	100	

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			2022 CEI Rating	2021 CEI Rating	Fortune 1000
McDonald's Corp.	Oak Brook	IL	100	100	156
McGraw Hill LLC	New York	NY	100	100	
McGuireWoods LLP	Richmond	VA	95	95	
McKesson Corp.	San Francisco	CA	100	100	8
McKinsey & Co. Inc.	New York	NY	100	100	
Medallia Inc.	San Francisco	CA	100	100	
Medidata Solutions Inc.	New York	NY	100	100	
Medtronic PLC	Minneapolis	MN	100	100	173
Meijer Inc.	Grand Rapids	MI	100	100	
Mercedes-Benz Financial Services USA LLC (MBFS)	Farmington Hills	MI	90	90	
Merck	Kenilworth	NJ	100	100	69
Meredith Corp.	Des Moines	IA	85	85	681
MERGE	Chicago	IL	95		
Mesirow Financial Holdings Inc.	Chicago	IL	100	100	
Meta Platforms, Inc.	Menlo Park	CA	100	100	46
MetLife Inc.	New York	NY	100	100	48
MGM Resorts International	Las Vegas	NV	100	100	249
Michael Best & Friedrich LLP	Milwaukee	WI	100	100	
Michael Page International Inc	New York	NY	100	100	
Micron Technology Inc.	Boise	ID	100	100	134
Microsoft Corp.	Redmond	WA	100	100	21
Milbank LLP	New York	NY	100	90	
Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC	Boston	MA	100	100	
Mitchell Gold + Bob Williams	Taylorsville	NC	100	100	
Moderna Inc.	Cambridge	MA	95		
Modernizing Medicine, Inc.	Boca Raton	FL	85		
Mohawk Industries Inc.	Calhoun	GA	20	0	321
Molina Healthcare Inc.	Long Beach	CA	40	40	193
Molson Coors Beverage Company	Chicago	IL	100	100	298
Momentive	San Mateo	CA	95	55	
Mondelez International Inc.	Chicago	IL	100	100	117
Montgomery McCracken Walker & Rhoads LLP	Philadelphia	PA	100	100	
Moody's Corp.	New York	NY	100	100	561
Moore & Van Allen PLLC	Charlotte	NC	100	100	
Morgan Stanley	New York	NY	100	100	61
Morgan, Lewis & Bockius LLP	Philadelphia	PA	100	100	
Morningstar Inc.	Chicago	IL	100	100	
Morris, Manning & Martin LLP	Atlanta	GA	100	100	
Morrison & Foerster LLP	San Francisco	CA	100	100	
Mosaic Co.	Tampa	FL	100	50	356
Motorola Solutions Inc.	Chicago	IL	100	100	403
MSL	New York	NY	100	100	
MUFG Union Bank, N.A.	New York	NY	100	100	
Munger, Tolles & Olson LLP	Los Angeles	CA	100	100	
Munich-American Holding Corporation	Princeton	NJ	75		
Murphy USA	El Dorado	AR	20	0	383
Mutual of Omaha Insurance	Omaha	NE	90	90	300

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			2022 CEI Rating	2021 CEI Rating	Fortune 1000
NASDAQ Inc.	New York	NY	100	100	620
National Cable Communications LLC dba Ampersand	New York	NY	70	70	
National CineMedia Inc.	Centennial	CO	100	100	
National Grid USA	Waltham	MA	100	100	
National Oilwell Varco Inc.	Houston	TX	10	10	374
National Railroad Passenger Corporation	Washington	DC	90		
Nationwide	Columbus	OH	100	100	74
Navient	Wilmington	DE	90	90	510
Navistar International Corp.	Lisle	IL	80		284
NCR Corp.	Atlanta	GA	100	100	439
Nelson Mullins Riley & Scarborough LLP	Columbia	SC	90	75	
Nestle Health Science	Bridgewater	NJ	100	100	
Nestlé Purina PetCare Co.	St. Louis	MO	100	100	
Nestlé USA Inc.	Arlington	VA	100	100	
NetApp Inc.	Sunnyvale	CA	100	90	478
Netflix Inc.	Los Gatos	CA	*	100	197
Neuberger Berman Group LLC	New York	NY	100	100	
New Belgium Brewing Company	Fort Collins	CO	100	100	
New Relic Inc.	San Francisco	CA	95	95	
New York Life Insurance Company	New York	NY	100	100	73
New York Times Co.	New York	NY	65	65	923
Newell Brands Inc.	Atlanta	GA	100	100	316
Newmark Group Inc.	New York	NY	60		941
Newmont Corp.	Greenwood Village	CO	95	100	328
News Corp.	New York	NY	20	10	318
NextEra Energy Inc.	Juno Beach	FL	50	50	172
NextGen Healthcare Inc.	Atlanta	GA	80		
NFP	New York	NY	90	70	
NGL Energy Partners	Tulsa	OK	0	0	127
Nielsen	New York City	NY	100	100	
NielsenIQ	Chicago	IL	100		
Nike Inc.	Beaverton	OR	100	100	85
NiSource Inc.	Merrillville	IN	90	90	533
Nissan North America Inc.	Franklin	TN	90	90	
Nixon Peabody LLP	Boston	MA	100	100	
Nokia Inc.	Irving	TX	100	100	
Nomura	New York	NY	100	100	
Nordic Consulting Partners, Inc.	Madison	WI	95		
Nordstrom Inc.	Seattle	WA	100	100	205
Norfolk Southern Corp.	Atlanta	GA	75	75	283
North Highland	Atlanta	GA	95	95	
Northern Trust Corp.	Chicago	IL	100	100	440
Northfield Park Associates, LLC	Northfield	OH	55	55	
Northrop Grumman Corp.	Falls Church	VA	100	100	96
Northwestern Mutual Life Insurance	Milwaukee	WI	100	100	102
Norton Rose Fulbright	Houston	TX	100	100	
NortonLifeLock	Mountain View	CA	100	100	573

The HRC Foundation's "Best Places to Work" distinction helps the public understand a company's commitment to inclusive policies and practices for LGBTQ+ workers. Given the harm experienced by transgender workers at Netflix as a result of the company's handling of the release of *The Closer*, HRC has suspended Netflix's Corporate Equality Index score and will not be rewarding it with a "Best Places to Work" distinction in the 2022 CEI. HRC and Netflix are having productive conversations about steps the company could take to demonstrate it is acting in a manner consistent with the values of workplace equality and inclusion and to improve trust among their employees and the public.

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Novartis Pharmaceuticals Corporation	East Hanover	NJ	100	100	
Novo Nordisk Inc.	Plainsboro	NJ	95	95	
NRG Energy Inc.	Houston	TX	75	85	324
NTT DATA Services, LLC	Plano	TX	100		
Nuance Communications	Burlington	MA	100	100	971
Nucor Corp.	Charlotte	NC	0	0	139
Numerator	Chicago	IL	85		
nVent Electric PLC	Minneapolis	MN	75	75	
NVIDIA Corp.	Santa Clara	CA	100	100	292
NVR Inc.	Reston	VA	20	20	417
O-I Glass	Perrysburg	OH	50	50	453
O'Melveny & Myers LLP	Los Angeles	CA	100	100	
O'Reilly Automotive Inc.	Springfield	MO	0	0	314
Oaktree Capital Management LP	Los Angeles	CA	100	70	930
Occidental Petroleum	Houston	TX	20	20	148
Ocean Spray Cranberries Inc.	Lakeville-Middleboro	MA	100	100	
Office Depot Inc.	Boca Raton	FL	100	100	297
Ogilvy Group Inc., The	New York	NY	100	100	
Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	100	100	
Old National Bank	Evansville	IN	90	90	
Old Republic International	Chicago	IL	20	20	427
Olin Corporation	Clayton	MO	20	20	481
Olympus Corporation of the Americas	Center Valley	PA	90		
Omnicom Group	New York	NY	100	100	211
ON Semiconductor Corp.	Phoenix	AZ	65	65	512
ONE Gas Inc.	Tulsa	OK	40	40	
ONEOK Inc.	Tulsa	OK	100	100	313
Oracle Corp.	Redwood City	CA	100	100	82
Orrick, Herrington & Sutcliffe LLP	San Francisco	CA	100	100	
Oscar Health, Inc.	New York	NY	95	95	
Oshkosh Corp.	Oshkosh	WI	95	70	377
Otis Worldwide Corporation	Farmington	CT	100	100	
Overstock.com Inc.	Midvale	UT	85	80	999
Ovintiv USA Inc.	Denver	CO	20		449
Owens & Minor Inc.	Mechanicsville	VA	20		332
Owens Corning	Toledo	OH	100	100	431
Paccar Inc.	Bellevue	WA	20	20	118
Pacific Life Insurance Co.	Newport Beach	CA	95	95	269
Packaging Corporation of America	Lake Forest	IL	20	20	427
Palo Alto Networks	Santa Clara	CA	100	100	804
Panera Bread Co.	St. Louis	MO	85	85	760
Papa John's International Inc.	Louisville	KY	100	100	
Parexel International Corp.	Newton	MA	80	80	846
Pariveda Solutions Inc.	Dallas	TX	95	95	
Parker Hannifin Corp.	Cleveland	OH	20	20	224
Parsons Corporation	Centerville	VA	100	95	648
Patagonia Inc.	Ventura	CA	95	100	

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Patterson Belknap Webb & Tyler LLP	New York	NY	100	100	
Patterson Companies (Patterson Dental Supply)	St. Paul	MN	70	40	507
Paul Hastings LLP	Los Angeles	CA	100	100	
Paul, Weiss, Rifkind, Wharton & Garrison LLP	New York	NY	90	90	
PayPal Holdings Inc.	San Jose	CA	100	100	182
PBF Energy	Parsippany	NJ	20	20	135
Peabody	St. Louis	MO	75	75	582
Peapod Digital Labs LLC	Chicago	IL	100	100	
Pearson	Hoboken	NJ	90	100	
Pegasystems	Cambridge	MA	95		
Peloton Interactive Inc.	New York	NY	100	100	
Penske Automotive Group Inc.	Bloomfield Hills	MI	20	20	136
PepsiCo Inc.	Purchase	NY	100	100	51
Performance Food Group Co.	Richmond	VA	20	20	168
Perkins and Will Inc.	Chicago	IL	100	100	
Perkins Coie LLP	Seattle	WA	100	100	
Pernod Ricard USA LLC	New York	NY	100	100	
Petco Health & Wellness, Inc.	San Diego	CA	80		810
Peter Kiewit Sons' Inc.	Omaha	NE	10	20	307
PetSmart LLC	Phoenix	AZ	90	90	386
Pfizer Inc.	New York	NY	100	100	64
PG&E Corp.	San Francisco	CA	100	100	189
PGA TOUR, Inc.	Ponte Vedra Beach	FL	95		
Philip Morris International Inc.	New York	NY	100	80	107
Philips	Cambridge	MA	100	100	
Phillips 66	Houston	TX	100	100	27
Pillsbury Winthrop Shaw Pittman LLP	New York	NY	100	100	
PIMCO LLC	Newport Beach	CA	100	100	
Pinnacle West Capital	Phoenix	AZ	85	75	701
Pinterest Inc.	San Francisco	CA	100	100	
Pioneer Natural Resources, USA Inc.	Irving	TX	90	20	341
Piper Sandler & Co.	Minneapolis	MN	100		
Pitney Bowes Inc.	Stamford	CT	100	100	699
Plains GP Holdings	Houston	TX	20	0	98
PNC Financial Services Group Inc., The	Pittsburgh	PA	100	100	151
PNM Resources Inc.	Albuquerque	NM	45	45	983
Point B Inc.	Seattle	WA	85	45	983
Polaris Industries Inc.	Medina	MN	10	20	442
Polsinelli	Kansas City	MO	100	100	
Porter Wright Morris & Arthur LLP	Columbus	OH	90	90	
Portland General Electric Co.	Portland	OR	100	100	961
Post Holdings	St. Louis	MO	20	20	499
PPG Industries Inc.	Pittsburgh	PA	100	90	209
PPL Corp.	Allentown	PA	100	100	408
PricewaterhouseCoopers LLP	New York	NY	100	100	
Prime Therapeutics, LLC	Eagan	MN	100		
Principal Financial Group	Des Moines	IA	100	100	201

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Privilege Underwriters Reciprocal Exchange (PURE Insurance)	White Plains	NY	80		
Procter & Gamble Co.	Cincinnati	OH	100	100	50
Progressive Corp., The	Mayfield Village	OH	85	85	86
PROS	Houston	TX	95	95	
Proskauer Rose LLP	New York	NY	100	100	
Prudential Financial Inc.	Newark	NJ	100	100	53
PTC Inc	Boston	MA	100	100	
Public Service Enterprise Group	Newark	NJ	90	90	317
Publicis Health	New York	NY	100	100	
Publicis NY	New York	NY	100	100	
Publicis Media	New York	NY	100	100	
Publicis Sapient	Boston	MA	100	100	
Publix Super Markets Inc.	Lakeland	FL	0	0	87
PulteGroup Inc.	Atlanta	GA	85	85	309
Pure Storage Inc.	Mountain View	CA	95		
PVH Corp.	New York	NY	100	100	322
Pyxus International, Inc.	Morrisville	NC	30	30	963
QIAGEN LLC	Germantown	MD	100		
Quaintance-Weaver Management LLC	Greensboro	NC	100	100	
Qualcomm Inc.	San Diego	CA	100	100	126
Quality Building Services Corp.	New York	NY	85		
Quality Protection Services Inc.	New York	NY	85		
Qualtrics International Inc.	Provo	UT	95		
Quanta Services	Houston	TX	75	20	261
Quantcast Corp.	San Francisco	CA	100	100	
Quarles & Brady LLP	Milwaukee	WI	100	100	
Quest Diagnostics Inc.	Secaucus	NJ	100	100	410
Quinn Emanuel Urquhart & Sullivan LLP	Los Angeles	CA	100	100	
Qurate Retail Group	West Chester	PA	100	100	239
R.R. Donnelley & Sons Co.	Chicago	IL	95	95	471
R1 RCM Inc	Chicago	IL	100		
Rackspace Technology	San Antonio	TX	100	100	970
Radian Group Inc.	Philadelphia	PA	85	60	939
Radisson Hospitality, Inc	Minnetonka	MN	100		
Ralph Lauren Corp.	New York	NY	100	100	469
Ramboll US Corporation	Arlington	VA	80	80	
Randstad USA	Atlanta	GA	100	100	
Raymond James Financial Inc.	St. Petersburg	FL	100	100	396
Raytheon Technologies Corp.	Waltham	MA	100	100	39
RBC Capital Markets LLC	New York	NY	100	100	
RBC Wealth Management	Minneapolis	MN	100	100	
Re:Sources USA Inc.	Long Island City	NY	100	100	
RE/MAX Holdings	Denver	CO	65	55	
Realogy Holdings Corp.	Madison	NJ	90	90	490
Reckitt	Parsippany	NJ	95	65	
Recreational Equipment Inc.	Sumner	WA	100	95	
Red Hat Inc.	Raleigh	NC	100	95	722

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Redfin Corp.	Seattle	WA	90	85	
Reed Smith LLP	Pittsburgh	PA	100	100	
Regal Entertainment Group	Knoxville	TN	60	60	711
Regeneron Pharmaceuticals	Tarrytown	NY	20	20	408
Regions Financial Corp.	Birmingham	AL	100	100	446
Reinhart Boerner Van Deuren s.c.	Milwaukee	WI	100	95	
Reinsurance Group of America Inc.	Chesterfield	MO	95	90	225
Reliance Steel & Aluminum Co.	Los Angeles	CA	20	20	291
Relias LLC	Morrisville	NC	100	100	
Replacements Ltd.	McLeansville	NC	100	100	
Republic Services, Inc.	Phoenix	AZ	85	85	305
Restaurant Brands International	Miami	FL	100	100	
Retail Business Services	Salisbury	NC	100	100	
Reynolds American Inc.	Winston-Salem	NC	100	100	223
Rightpoint Consulting, LLC	Chicago	IL	90		
RingCentral Inc.	Belmont	CA	100	100	
Riot Games Inc.	Los Angeles	CA	100	95	
Rite Aid Corp.	Camp Hill	PA	50	50	150
Robert Bosch LLC	Farmington Hills	MI	100	90	
Robert Half	Menlo Park	CA	100	100	482
Robert W. Baird & Co. Incorporated	Milwaukee	WI	100	100	
Robins Kaplan LLP	Minneapolis	MN	100	100	
Roche Diagnostics Corp.	Indianapolis	IN	100	100	
Rockland Trust Co.	Rockland	MA	100	100	
Rockwell Automation Inc.	Milwaukee	WI	100	100	452
Rolls-Royce North America (USA) Holdings Co.	Reston	VA	100	100	
Ropes & Gray LLP	Boston	MA	100	100	
Ross Stores Inc.	Dublin	CA	90	90	202
Royal Caribbean Group	Miami	FL	100	100	
RSM US LLP	Chicago	IL	100	100	
Rue Gilt Groupe	Boston	MA	100		
Rural Sourcing, Inc.	Atlanta	GA	70		
Rush Enterprises Inc.	New Braunfels	TX	20		482
Ryder System Inc.	Miami	FL	80	80	354
S.C. Johnson & Son Inc.	Racine	WI	100	100	
S&C Electric Company	Chicago	IL	80		
S&P Global Inc.	New York	NY	100	100	451
Saatchi & Saatchi North America Inc.	New York	NY	100	100	
Sabre Corporation	Southlake	TX	60	50	645
Saint-Gobain Corp.	Malvern	PA	90	90	
Saks Inc.	New York	NY	50	50	685
Salesforce	San Francisco	CA	100	100	190
Sally Beauty Holdings Inc.	Denton	TX	95	95	653
Samsung Electronics America Inc.	Ridgefield Park	NJ	100	100	
Sanderson Farms Inc.	Laurel	MS	50	50	707
Sanmina-SCI	San Jose	CA	0	20	385
Sanofi	Bridgewater	NJ	100	100	

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SAP America Inc.	Newtown Square	PA	100	100	
SAS	Cary	NC	100	90	
Saul Ewing Arnstein & Lehr LLP	Philadelphia	PA	100	100	
SBE	Los Angeles	CA	40	40	
Schiff Hardin LLP	Chicago	IL	100	100	
Schneider Electric	Andover	MA	90	85	
Scholastic Corp.	New York	NY	65	65	900
Schulte, Roth & Zabel LLP	New York	NY	100	100	
Science Applications International Corp.	Reston	VA	100	100	466
ScionHealth	Louisville	KY	95	90	416
Scotiabank USA	New York	NY	100		
Scotts Miracle-Gro Company	Marysville	OH	100	80	753
Seaboard Corp.	Merriam	KS	0	0	444
Seacoast National Bank	Stuart	FL	100	100	
Seagate Technology plc	Cupertino	CA	100	100	
Sealed Air Corp.	Charlotte	NC	75	60	564
Securian Financial Group Inc.	St. Paul	MN	90	90	455
Selective Insurance Group	Branchville	NJ	80	40	814
Sempra	San Diego	CA	100	100	258
Sephora	San Francisco	CA	100	100	
Serco, Inc.	Herndon	VA	35		
Service Corporation International	Houston	TX	65		742
ServiceNow	Santa Clara	CA	100	100	
ServiceSource International, Inc	Denver	CO	65		
Seyfarth Shaw LLP	Chicago	IL	100	100	
Shake Shack Inc.	New York	NY	100	100	
SharkNinja Operating LLC	Needham	MA	55		
Shearman & Sterling LLP	New York	NY	100	100	
Shell Oil Co.	Houston	TX	100	100	
Sheltair Aviation Services	Fort Lauderdale	FL	80		
Sheppard, Mullin, Richter & Hampton LLP	Los Angeles	CA	100	100	
Sherwin-Williams Co., The	Cleveland	OH	100	95	180
SHI International Corp	Somerset	NJ	30	30	
Shook, Hardy & Bacon LLP	Kansas City	MO	100	100	
Shutterstock Inc.	New York	NY	100	95	
Sidley Austin LLP	Chicago	IL	100	100	
Siemens Corp.	Washington	DC	100	100	
Siemens Healthineers USA	Tarrytown	NY	100	100	
Siemens Medical Solutions USA Inc.	Malvern	PA	100	100	
Signet Jewelers	Akron	OH	85		
Simon Property Group Inc.	Indianapolis	IN	20	20	497
Simpson Thacher & Bartlett LLP	New York	NY	100	100	
Sirius XM Radio Inc.	New York	NY	100	100	652
Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	100	100	
SkyWest Inc.	St. George	UT	70	70	788
Slalom	Seattle	WA	100	100	
SLM Corp. (Sallie Mae)	Newark	DE	70	70	898

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Snagajob.com Inc.	Glen Allen	VA	90	95	
Snell & Wilmer	Phoenix	AZ	100	100	
Société Générale	New York	NY	100	100	
Sodexo Inc.	Gaithersburg	MD	100	100	
Softchoice Corp.	Chicago	IL	100	100	
Software AG USA Inc.	Reston	VA	70	45	
Sonic Automotive Inc.	Charlotte	NC	0	0	301
Sonoco Products Company	Hartsville	SC	80	80	517
SONOS, INC.	Santa Barbara	CA	100		
Sony Corporation of America	New York	NY	100	100	
Sony Electronics Inc.	San Diego	CA	100	100	
Sony Interactive Entertainment LLC	San Mateo	CA	100	100	
Sony Music Entertainment	New York	NY	90		
Sony Pictures Entertainment Inc.	Culver City	CA	100	100	
Southeastern Grocers, Inc.	Jacksonville	FL	85	85	
Southern Co.	Atlanta	GA	100	100	153
Southern Graphic Systems LLC	Louisville	KY	50		
Southwest Airlines Co.	Dallas	TX	100	100	141
SPARC Group LLC	Lyndhurst	NJ	100	100	950
Spark Therapeutics, Inc.	Philadelphia	PA	60		
SpartanNash	Byron Center	MI	65	65	370
Spirit AeroSystems Inc.	Wichita	KS	95	85	406
Splunk Inc.	San Francisco	CA	100	100	903
Spotify USA Inc.	New York	NY	100	95	
Square Inc.	San Francisco	CA	90		575
Squarespace	New York	NY	95	90	
Squire Patton Boggs	Cleveland	OH	100	100	
SSI (US) Inc.	Chicago	IL	85		
Standard Chartered	New York	NY	100	100	
Standard Insurance Co.	Portland	OR	100	100	
Stanley Black & Decker Inc.	New Britain	CT	100	100	220
Staples Inc.	Framingham	MA	95	100	140
Starbucks Corp.	Seattle	WA	100	100	114
State Farm Group	Bloomington	IL	100	100	36
State Street Corp.	Boston	MA	100	100	244
Steel Dynamics Inc.	Fort Wayne	IN	55	55	299
Steelcase Inc.	Grand Rapids	MI	100	100	706
Stellantis	Auburn Hills	MI	95	90	59
Steptoe & Johnson LLP	Washington	DC	100	100	
Stinson LLP	Kansas City	MO	100	100	
Stoel Rives LLP	Portland	OR	100	100	
Stryker Corp.	Kalamazoo	MI	100	100	214
Subaru of America Inc.	Cherry Hill	NJ	100	100	
SUEZ Water Technologies and Solutions	Trevoise	PA	90	80	
Suffolk Construction Company, Inc.	Boston	MA	75		
Sullivan & Cromwell LLP	New York	NY	90	85	
Sumitomo Mitsui Banking Corporation	New York	NY	100	100	

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			2022 CEI Rating	2021 CEI Rating	Fortune 1000
Sun Life	Wellesley Hills	MA	100	100	
Sunrun Inc.	San Francisco	CA	100	85	
Sunset Aviation LLC dba Solairus Aviation	Petaluma	CA	65		
Supervalu Inc.	Eden Prairie	MN	40	40	180
Sweetgreen, Inc.	Los Angeles	CA	100		
Synchrony	Stamford	CT	100	100	170
Syneos Health	Morrisville	NC	75		577
SYNNEX Corp.	Fremont	CA	100	95	130
SYSCO Corp.	Houston	TX	70	80	56
T-Mobile USA Inc.	Bellevue	WA	100	100	
T. Rowe Price Associates Inc.	Baltimore	MD	100	100	504
Tailored Brands Inc.	Houston	TX	95	95	784
Takeda Pharmaceuticals USA Inc.	Deerfield	IL	100	100	
Talend, Inc.	Redwood City	CA	70		
Tapestry Inc.	New York	NY	100	100	485
Targa Resources Corp.	Houston	TX	10	0	368
Target Corp.	Minneapolis	MN	100	100	37
TD Bank, N.A.	Cherry Hill	NJ	100	100	889
TD Securities (USA) LLC	New York	NY	100	100	
TDS Telecommunications, LLC	Madison	WI	100	100	
TE Connectivity Inc.	Berwyn	PA	100	100	
Tech Data Corp.	Clearwater	FL	100	100	90
TEGNA Inc.	McLean	VA	100	100	920
Teleflex	Wayne	PA	90		859
TENET Healthcare Corporation	Dallas	TX	80	80	174
Tenneco Inc.	Lake Forest	IL	20	20	188
Tenneco Inc.	Lake Forest	IL	65		
Teradata Corp.	San Diego	CA	100	90	920
Tesla Inc.	Palo Alto	CA	100	100	124
Teva Pharmaceuticals USA Inc.	Parsippany	NJ	100	100	
Texas Instruments Incorporated	Dallas	TX	100	100	222
Textron Inc.	Providence	RI	60	60	236
The Auto Club Group	Dearborn	MI	80	75	
The Bama Companies Inc.	Tulsa	OK	95	80	
The Blackstone Group Inc.	New York	NY	100	100	420
The Boston Beer Company Inc	Boston	MA	70		
The Chemours Company	Wilmington	DE	80	80	511
The GIANT Company	Carlisle	PA	100	100	
The Judge Group, Inc.	Wayne	PA	85		
The Knot Worldwide	Chevy Chase	MD	100	100	
The Michaels Companies Inc.	Irving	TX	55	55	544
The Neiman Marcus Group Inc.	Dallas	TX	100		548
The Philadelphia Inquirer, PBC	Philadelphia	PA	95		
The Stop & Shop Supermarket Company, LLC	Quincy	MA	100	100	
Thermo Fisher Scientific Inc.	Waltham	MA	100	100	119
Thompson & Knight LLP	Dallas	TX	90	90	
Thompson Coburn LLP	St. Louis	MO	100	100	

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			2022 CEI Rating	2021 CEI Rating	Fortune 1000
Thompson Hine LLP	Cleveland	OH	100	100	
Thomson Reuters	Stamford	CT	100	100	
Thor Industries Inc.	Elkhart	IN	0	20	404
Thornton Tomasetti, Inc.	New York	NY	90		
Thrivent Financial	Minneapolis	MN	95	85	368
TIAA	New York	NY	100	100	81
Tiffany & Co.	New York	NY	100	100	604
Tillamook County Creamery Association	Tillamook	OR	100		
TJX Companies Inc., The	Framingham	MA	90	90	80
Toast, Inc.	Boston	MA	95	65	
Toll Brothers Inc.	Fort Washington	PA	80	75	426
TowerBrook Capital Partners	New York	NY	100		
Toyota Motor North America Inc.	Plano	TX	100	100	
TPG Global LLC	Fort Worth	TX	100	100	
Tractor Supply Company	Brentwood	TN	100	70	380
Trane Technologies	Davidson	NC	90	90	
Transamerica Corp., The	Cedar Rapids	IA	100	100	
TransUnion	Chicago	IL	100	100	847
Travel + Leisure Co.	Orlando	FL	100	100	640
TravelCenters of America	Westlake	OH	10	10	480
Travelers Companies Inc., The	New York	NY	100	100	106
Travelport Ltd.	Atlanta	GA	70	75	
TriNet USA, Inc.	Dublin,	CA	75		
TripAdvisor Inc.	Needham	MA	100	100	
Troutman Pepper Hamilton Sanders LLP	Atlanta	GA	100	100	
True Value Company, L.L.C.	Chicago	IL	85	85	955
Truist Financial	Atlanta	GA	100	100	217
Turkey Hill LLC	Conestoga	PA	70	70	
Turnberry Solutions Inc	Minneapolis	MN	90		
Turner Construction Co.	New York	NY	100	100	
Twitter Inc.	San Francisco	CA	100	100	704
Tyson Foods Inc.	Springdale	AR	90	90	79
U.S. Bancorp	Minneapolis	MN	100	100	113
U.S. Xpress Enterprises	Chattanooga	TN	75		
Uber Technologies Inc.	San Francisco	CA	100	100	228
UBS AG	New York	NY	100	100	
UGI Corp.	King of Prussia	PA	20	10	423
UKG (Ultimate Kronos Group)	Weston	FL	100	100	
UL Inc.	Northbrook	IL	100	60	
Ulta Salon, Cosmetics & Fragrance	Bolingbrook	IL	65	20	418
Ultimate Fitness Group, LLC	Boca Raton	FL	80		
Under Armour Inc.	Baltimore	MD	100	100	529
Unilever	Englewood Cliffs	NJ	100	100	
Union Pacific Corp.	Omaha	NE	100	95	149
Unisys Corp.	Blue Bell	PA	70	75	793
United Airlines Holdings, Inc.	Chicago	IL	100	100	76
United Natural Foods, Inc.	Providence	RI	100	10	133

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United Parcel Service Inc.	Atlanta	GA	100	100	43
United Services Automobile Association	San Antonio	TX	100	100	94
United States Steel Corp.	Pittsburgh	PA	100	100	247
UnitedHealth Group Inc.	Minnetonka	MN	100	100	7
Univar Solutions Inc.	Downers Grove	IL	100	100	339
Universal Health Services, Inc.	King of Prussia	PA	20	20	281
University of Phoenix	Phoenix	AZ	100	100	
Univision Communications Inc.	Miami	FL	100	100	837
Unum Group	Chattanooga	TN	100	100	266
UPMC Health Plan	Pittsburgh	PA	100	100	
Upwork Inc.	San Francisco	CA	100		
Urban Outfitters Inc.	Philadelphia	PA	80	80	644
US Foods Inc.	Rosemont	IL	90	75	116
UScellular	Chicago	IL	100	100	
USG Corp.	Chicago	IL	40	40	708
UW Credit Union	Madison	WI	100	95	
Valero Energy Corp.	San Antonio	TX	70	60	32
Vanguard Group Inc.	Malvern	PA	100	100	
Veritas Technologies LLC	Mountain View	CA	60	60	
Veritiv	Atlanta	GA	75	75	603
Verizon Communications Inc.	New York	NY	100	100	20
VERMEG SARL	TN - 1053 Tunis		100	100	
Vertex Pharmaceuticals Inc.	Boston	MA	95	100	626
VF Corp.	Greensboro	NC	100	100	233
ViacomCBS	New York	NY	100	100	111
Victoria's Secret & Co.	Columbus	OH	100	100	
Vinson & Elkins LLP	Houston	TX	100	100	
Virgin Orbit	Long Beach	CA	95	100	
Visa	San Francisco	CA	100	100	137
Vision Service Plan	Rancho Cordova	CA	40	40	
Vistra Energy	Irving	TX	20	20	270
Vivint Smart Home Inc.	Provo	UT	90	90	
Vizient Inc.	Irving	TX	95	85	
VMLY&R	Kansas City	MO	100	100	
VMware Inc.	Palo Alto	CA	100	100	
Volkswagen Group of America Inc.	Herndon	VA	90	90	
Vontier Corporation	Raleigh	NC	100		
Vorys, Sater, Seymour and Pease LLP	Columbus	OH	100	100	
Vox Media Inc.	Washington	DC	100	100	
Voya Financial	New York	NY	100	100	353
W. L. Gore & Associates Inc.	Newark	DE	95		
W.R. Berkley	Greenwich	CT	10	0	402
W.W. Grainger Inc.	Lake Forest	IL	100	100	278
Wabtec Corporation	Pittsburgh	PA	90	85	388
Wachtell, Lipton, Rosen & Katz	New York	NY	90	90	
Waddell & Reed Financial Inc.	Overland Park	KS	100	100	
Walgreen Co.	Deerfield	IL	100	100	19

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Walmart Inc.	Bentonville	AR	100	100	1
Walt Disney Co., The	Burbank	CA	100	100	49
Warby Parker	New York	NY	100	100	
Warner Music Group	New York	NY	100	100	
Washington Permanente Medical Group	Renton	WA	95	95	
Waste Management Inc.	Houston	TX	80	80	207
Waters Corp.	Milford	MA	100	95	889
Wawa Inc.	Wawa	PA	100	100	
Wayfair	Boston	MA	100	100	348
WE Communications	Bellevue	WA	100	100	
WEC Energy Group	Milwaukee	WI	25		415
Weil, Gotshal & Manges LLP	New York	NY	100	100	
WellCare Health Plans Inc.	Tampa	FL	100	100	155
Wellmark Inc.	Des Moines	IA	100	100	
Wells Fargo & Co.	San Francisco	CA	100	100	30
Wendy's Co., The	Dublin	OH	100	100	999
WESCO International Inc.	Pittsburgh	PA	60	60	379
West Monroe Partners LLC	Chicago	IL	100	100	
Western & Southern Financial Group	Cincinnati	OH	0	0	401
Western Digital Corp.	San Jose	CA	100	100	198
Western Union Co., The	Denver	CO	100	85	528
Westlake Chemical	Houston	TX	25	20	351
WestRock	Atlanta	GA	100	100	177
WeWork Management LLC	New York	NY	90		
Weyerhaeuser Co.	Seattle	WA	70	85	457
Whirlpool Corp.	Benton Harbor	MI	100	100	162
White & Case LLP	New York	NY	100	100	
Wiley Rein LLP	Washington	DC	100	100	
William Blair & Company LLC	Chicago	IL	100	100	
Williams & Connolly LLP	Washington	DC	100	90	
Williams Companies Inc.	Tulsa	OK	95	95	387
Williams Mullen Clark & Dobbins	Richmond	VA	100	100	
Williams-Sonoma Inc.	San Francisco	CA	90	90	489
Willis Towers Watson	Arlington	VA	100	100	626
Willkie Farr & Gallagher LLP	New York	NY	100	100	
WillowTree, LLC	Charlottesville	VA	70		
Wilmer Cutler Pickering Hale & Dorr LLP	Washington	DC	100	100	
Wilson Sonsini Goodrich & Rosati PC	Palo Alto	CA	100	100	
Windstream Corp.	Little Rock	AR	70	70	543
Winston & Strawn LLP	Chicago	IL	100	100	
Wipro Ltd.	East Brunswick	NJ	100	95	
WithumSmith+Brown, PC	Princeton	NJ	100		
Womble Bond Dickinson (US) LLP	Winston-Salem	NC	100	100	
Wood	Houston	TX	65	60	
Woodard & Curran, Inc.	Portland	ME	60		
Workday Inc.	Pleasanton	CA	100	100	676
World Fuel Services	Miami	FL	25	20	51

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World Wide Technology, Inc.	St. Louis	MO	95	75	
WPP Group USA	New York	NY	100	100	
Wunderkind Corporation	New York	NY	100	100	
Wyndham Hotels & Resorts Inc.	Parsippany	NJ	100	100	978
Wynn Resorts Ltd.	Las Vegas	NV	90	90	454
Xcel Energy Inc.	Minneapolis	MN	100	100	276
Xerox Corp.	Norwalk	CT	100	100	347
Xperi Holding Corporation	San Jose	CA	85	85	
XPO Logistics	Greenwich	CT	85	85	196
Xylem Inc.	Rye Brook	NY	100	100	530
Yelp Inc.	San Francisco	CA	100	100	
Yext Inc.	New York	NY	100	100	
Young's Market Co.	Tustin	CA	75	75	
Yum China Holdings	Plano	TX	30	30	361
Yum! Brands Inc.	Louisville	KY	100	100	505
Zara USA Inc.	New York	NY	100		
Zebra Technologies Corporation	Lincolnshire	IL	95		596
Zendesk Inc	San Francisco	CA	100	100	
Ziff Davis	Los Angeles	CA	100		
Zillow Group	Seattle	WA	100	100	832
Zimmer Biomet Holdings Inc.	Warsaw	IN	100	70	399
Zions Bancorporation, N.A.	Salt Lake City	UT	75		740
Zoetis Inc.	Parsippany	NJ	100	100	472
Zoom Video Communications, Inc.	San Jose	CA	85		
ZS Associates Inc.	Evanston	IL	100	100	
Zurich North America	Schaumburg	IL	95	90	