The Business Coalition for the Equality Act is a group of leading U.S. employers that support the Equality Act, which would finally guarantee explicit, permanent protections for lesbian, gay, bisexual and transgender people under our existing civil rights laws.

Launched in March 2016, the 474 member companies of HRC’s Business Coalition for the Equality Act have operations in all 50 states, headquarters spanning 33 states and a combined $7.1 trillion in revenue, and employ over 15 million people in the United States.
Cox Enterprises Inc., Atlanta, GA
Credit Suisse USA Inc., New York, NY
CSAA Insurance Group, Walnut Creek, CA
Cummins Inc., Columbus, IN
CVS Health Corp., Woonsocket, RI
Dana-Farber Cancer Institute, Boston, MA
Daniel J. Edelman Holdings, Inc., New York, NY
Danone North America, White Plains, NY
Darden Restaurants Inc., Orlando, FL
Day Pitney LLP, Parsippany, NJ
Debevoise & Plimpton LLP, New York, NY
dell Technologies Inc., Round Rock, TX
Deloitte LLP, New York, NY
Delta Air Lines Inc., Atlanta, GA
Deluxe Corporation, Shoreview, MN
Denny's Corp., Spartanburg, SC
Depository Trust & Clearing Corp., The, New York, NY
Deutsche Bank, New York, NY
Diageo North America, Norwalk, CT
Dickinson Wright PLLC, Detroit, MI
Domino's Pizza, Ann Arbor, MI
DoorDash, Inc., San Francisco, CA
dow Chemical Co., The, Midland, MI
Dropbox Inc., San Francisco, CA
Dun & Bradstreet Corp., The, Short Hills, NJ
DWS, New York, NY
E&J Gallo Winery, Modesto, CA
E. I. du Pont de Nemours and Co. (DuPont), Wilmington, DE
E*TRADE Financial Corp., New York, NY
Eastern Bank Corp., Boston, MA
Eat onCorp., Cleveland, OH
eBay Inc., San Jose, CA
Ecolab Inc., St. Paul, MN
Edison International, Rosemead, CA
Edward Jones, St. Louis, MO
Eli Lilly and Company, Indianapolis, IN
EMD Serono, MilliporeSigma and EMD Electronics, Burlington, MA
Emerson Electric Co., St. Louis, MO
Empower Retirement, Greenwood Village, CO
Equinix Inc., Redwood City, CA
Equitable Financial Life Insurance Company, New York, NY
Ericsson Inc., Plano, TX
Ernst & Young LLP, New York, NY
Estée Lauder Companies Inc., The, New York, NY
Evolent Health Inc., Arlington, VA
Exelon Corp., Chicago, IL
Expedia Group, Bellevue, WA
Facebook Inc., Menlo Park, CA
FactSet Research Systems Inc., Norwalk, CT
Fairview Health Services, Minneapolis, MN
First Data Corp., Atlanta, GA
Fiserv Inc., Brookfield, WI
FMC Corporation, Philadelphia, PA
Food Lion, Salisbury, NC
Fossil Group Inc., Richardson, TX
Member List, Continued

Gap Inc., San Francisco, CA
General Electric Co., Boston, MA
General Mills Inc., Minneapolis, MN
General Motors Co., Detroit, MI
GIANT Food Stores LLC, Carlisle, PA
Giant of Maryland LLC, Landover, MD
Gilead Sciences Inc., Foster City, CA
Glassdoor Inc., Mill Valley, CA
GlaxoSmithKline, Research Triangle Park, NC
GoDaddy Inc., Scottsdale, AZ
Goldman Sachs & Co. LLC, New York, NY
Google Inc., Mountain View, CA
GP Strategies Corporation, Columbia, MD
Grant Thornton LLP, Chicago, IL
Great River Energy, Maple Grove, MN
Greenway Health, LLC, Tampa, FL
Grove Collaborative, San Francisco, CA
Guardian Life Insurance Co. of America, New York, NY
Guidehouse Inc., Chicago, IL
Gusto, San Francisco, CA
Hannaford Supermarkets, Scarborough, ME
Henkel Corporation (North America), Rocky Hill, CT
HERE North America LLC, Chicago, IL
Herrick, Feinstein LLP, New York, NY
Hershey Co., Hershey, PA
Hess Corp., New York, NY
Hewlett Packard Enterprise Co., Palo Alto, CA
Hexion, Columbus, OH
Hilton Inc., McLean, VA
Hiscox USA, New York, NY
Hogan Lovells US LLP, Washington, DC
Holland & Knight LLP, Miami, FL
Home Depot Inc., Atlanta, GA
Honeywell International, Charlotte, NC
Host Hotels & Resorts Inc., Bethesda, MD
HP Inc., Palo Alto, CA
HSF Affiliates LLC, Irvine, CA
HSN Inc., St. Petersburg, FL
Hughes Hubbard & Reed LLP, New York, NY
Hyatt Hotels Corp., Chicago, IL
IBM Corp., Armonk, NY
ICM Partners, Los Angeles, CA
IDEX Corp., Lake Forest, IL
IGT, Providence, RI
IHG Hotels & Resorts, Atlanta, GA
IHS Markit Ltd., New York, NY
IKEA Holding US Inc., Conshohocken, PA
Impossible Foods, Redwood City, CA
Information Resources Inc., Chicago, IL
Ingersoll-Rand Company, Davidson, NC
Ingram Micro, Irvine, CA
Insight Enterprises Inc., Tempe, AZ
Instacart, San Francisco, CA
Intel Corp., Santa Clara, CA
International Flavors & Fragrances, Inc., New York, NY
Iron Mountain Inc., Boston, MA

J. M. Smucker Co., The, Orrville, OH
Jacobs Engineering Group, Inc., Dallas, TX
Jenner & Block LLP, Chicago, IL
JetBlue Airways Corp., Long Island City, NY
John Hancock Financial Services Inc., Boston, MA
Johnson & Johnson, New Brunswick, NJ
Johnson Controls Inc., Milwaukee, WI
Jones Lang LaSalle (JLL), Chicago, IL
JPMorgan Chase & Co., New York, NY
JSX, Dallas, TX
Juniper Networks Inc., Sunnyvale, CA
Kabbage Inc., Atlanta, GA
Kaiser Permanente, Oakland, CA
Keep Truckin Inc., San Francisco, CA
Kellogg Co., Battle Creek, MI
Keller Williams Realty Inc., Austin, TX
Kenneth Cole Productions Inc., New York, NY
KeyCorp, Cleveland, OH
KIND LLC, New York, NY
Knot Worldwide, The, Chevy Chase, MD
KPMG LLP, New York, NY
Kraft Heinz Company, Chicago, IL
L3Harris Technologies, Melbourne, FL
Lendlease Americas Inc., New York, NY
Lennox International, Richardson, TX
Levi Strauss & Co., San Francisco, CA
Linden Research Inc., Davis, CA
Lord, Abbett & Co. LLC, Jersey City, NJ
Lowenstein Sandler LLP, New York, NY
Lush Fresh Handmade Cosmetics, Wilmington, NC
Lyft Inc., San Francisco, CA
Macy's Inc., Cincinnati, OH
Mallinckrodt LLC, Hazelwood, MO
ManpowerGroup, Milwaukee, WI
Marriott International Inc., Bethesda, MD
Mars Inc., McLean, VA
Marsh & McLennan Companies Inc., New York, NY
Massachusetts Mutual Life Insurance Co., Springfield, MA
Mastercard, Purchase, NY
Mattel Inc., El Segundo, CA
McAfee, Santa Clara, CA
McCormick & Company, Inc., Hunt Valley, MD
McDonald's Corporation, Chicago, IL
McKesson Corporation, Las Colinas, TX
McKinstry Co. LLC, Seattle, WA
Medtronic PLC, Minneapolis, MN
Merck, Kenilworth, NJ
Meredith Corp., Des Moines, IA
MetLife Inc., New York, NY
MGM Resorts International, Las Vegas, NV
Michael Page International Inc., New York, NY
Micron Technology Inc., Boise, ID
Microsoft Corp., Redmond, WA
Mitchell Gold + Bob Williams, Taylorsville, NC
Mondelez International Inc., Deerfield, IL
Moody's Corp., New York, NY

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Member List, Continued

Molson Coors LLC, Chicago, IL
Morgan Stanley, New York, NY
Morningstar Inc., Chicago, IL
Morris, Manning & Martin LLP, Atlanta, GA
Nasdaq Inc., New York, NY
National Grid USA, Waltham, MA
Nationwide, Columbus, OH
Navient, Wilmington, DE
Nestlé, Arlington, VA
Netflex Inc., Los Gatos, CA
New Belgium Brewing Company, Fort Collins, CO
New York Life Insurance Company, New York, NY
NextRoll, Inc., San Francisco, CA
Nielsen, New York, NY
Nike Inc., Beaverton, OR
Nordstrom Inc., Seattle, WA
Norfolk Southern Corporation, Norfolk, VA
NortonLifeLock, Mountain View, CA
Northrop Grumman Corporation, Falls Church, VA
Novo Nordisk Inc., Plainsboro, NJ
Nuance Communications, Burlington, MA
Ocean Spray Cranberries Inc., Lakeville-Middleboro, MA
Office Depot Inc., Boca Raton, FL
Oportun, Inc., San Carlos, CA
Oracle Corporation, Redwood City, CA
Owens Corning, Toledo, OH
Palo Alto Networks, Santa Clara, CA
Pariveda Solutions Inc., Dallas, TX
Patagonia Inc., Ventura, CA
Patreon Inc., San Francisco, CA
Paul Hastings LLP, Los Angeles, CA
Paylocity, Schaumburg, IL
PayPal Holdings Inc., San Jose, CA
Peloton Interactive Inc., New York, NY
PepsiCo Inc., Purchase, NY
PetSmart Inc., Phoenix, AZ
Pfizer Inc., New York, NY
PG&E Corporation, San Francisco, CA
Philip Morris International, New York, NY
Pinterest Inc., San Francisco, CA
Pioneer Natural Resources, Irving, TX
PNC Financial Services Group Inc., The, Pittsburgh, PA
Point B, Inc., Seattle, WA
Polisnelli PC, Kansas City, MO
Porter Wright Morris & Arthur LLP, Columbus, OH
Power Home Remodeling Group LLC, Chester, PA
PPL Corporation, Allentown, PA
Precision Medicine Group, LLC, Bethesda, MD
PricewaterhouseCoopers LLP, New York, NY
Principal Financial Group, Des Moines, IA
Procter & Gamble Co., Cincinnati, OH
Pure Storage Inc., Mountain View, CA
PVH Corp., New York, NY
Q-Centrix, Chicago, IL
QUALCOMM Inc., San Diego, CA
QIAGEN, Germantown, MD
R1 RCM Inc., Chicago, IL
Radian Group Inc., Philadelphia, PA
RAPR Worldwide, New York, NY
RE/MAX LLC, Denver, CO
Realogy Holdings Corp., Madison, NJ
Recreational Equipment Inc., Kent, WA
Red Hat Inc., Raleigh, NC
Redfin Corp., Seattle, WA
Replacements Ltd., McLean, VA
Rockland Trust Co., Rockland, MA
Rockwell Automation Inc., Milwaukee, WI
Royal Bank of Canada, New York, NY
S&C Electric Company, Chicago, IL
S&P Global Inc., New York, NY
Salesforce, San Francisco, CA
Sanofi US, Bridgewater, NJ
SAP America Inc., Newtown Square, PA
Saul Ewing Arnstein & Lehr LLP, Philadelphia, PA
Seagate Technology plc, Cupertino, CA
Securian Financial Group Inc., Saint Paul, MN
ServiceSource International, Inc., Denver, CO
Seyfarth Shaw LLP, Chicago, IL
Sheppard, Mullin, Richter, & Hampton LLP, Los Angeles, CA
Shire PLC, Lexington, MA
Shook, Hardy & Bacon LLP, Kansas City, MO
Shutterstock Inc., New York, NY
Siemens Corp., Washington, DC
Siemens Medical Solutions USA Inc., Malvern, PA
Signet Jewelers, Akron, OH
SiriusPoint Ltd., New York, NY
Slalom, Seattle, WA
Sodexo Inc., Gaithersburg, MD
Sony Corporation of America, New York, NY
Sony Electronics Inc., San Diego, CA
Sony Music Group, New York, NY
Southwest Airlines Co., Dallas, TX
Splunk Inc., San Francisco, CA
Spotify USA Inc., New York, NY
Square Inc., San Francisco, CA
Standard Chartered Bank, New York, NY
Starbucks Corp., New York, NY
State Street Corporation, Boston, MA
Steelcase Inc., Grand Rapids, MI
SUEZ Water Technologies and Solutions, Trevose, PA
Sun Life U.S., Wellesley Hills, MA
Sunrun Inc., San Francisco, CA
SurveyMonkey Inc., San Mateo, CA
Synchrony, Stamford, CT
Sysco, Houston, TX
T-Mobile USA Inc., Bellevue, WA
Takeda Pharmaceuticals USA Inc., Deerfield, IL
Tapestry, Inc., New York, NY
Target Corp., Minneapolis, MN
TD Ameritrade, Omaha, NE
TD Bank, N.A., Cherry Hill, NJ

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Member List, Continued

Tech Data Corp., Clearwater, FL
TEGNA Inc., McLean, VA
Tesla Inc., Palo Alto, CA
Teva Pharmaceuticals, North Wales, PA
Texas Instruments, Dallas, TX
Thermo Fisher Scientific, Waltham, MA
TIAA, New York, NY
Tiffany & Co., New York, NY
Tillamook County Creamery Association, Tillamook, OR
Toyota Motor North America Inc., Plano, TX
TPG Global LLC, Fort Worth, TX
TransUnion, Chicago, IL
TripAdvisor Inc., Needham, MA
Truist Financial Corporation, Charlotte, NC
Turner Construction Co., New York, NY
Twitter Inc., San Francisco, CA
Tyson Food Inc., Springdale, AR
U.S. Bancorp, Minneapolis, MN
Uber Technologies Inc., San Francisco, CA
UKG (Ultimate Kronos Group), Weston, FL
UL Inc., Northbrook, IL
Under Armour Inc., Baltimore, MD
Unilever, Englewood Cliffs, NJ
Union Pacific Railroad, Omaha, NE
United Airlines, Chicago, IL
United Natural Foods, Inc., Providence, RI
United Parcel Service Inc., Atlanta, GA
Univar Solutions, Inc., Downers Grove, IL
Universal Music Group, Santa Monica, CA
Univision Communications Inc., New York, NY
Upwork Inc., San Francisco, CA
Vanguard Group Inc., Malvern, PA
Verizon Communications Inc., New York, NY
Vertex Pharmaceuticals Inc., Boston, MA
Viiv Healthcare, Research Triangle Park, NC
Visa, Foster City, CA
VMware Inc., Palo Alto, CA
VMLY&R, Kansas City, MO
Wabtec Corporation, Pittsburgh, PA
Walt Disney Co., Burbank, CA
Warby Parker, New York, NY
Warner Music Group, New York, NY
WE Communications, Bellevue, WA
Wellmark Blue Cross Blue Shield, Des Moines, IA
Wells Fargo & Co., San Francisco, CA
Western Digital, San Jose, CA
Western Digital, San Jose, CA
Western Digital, San Jose, CA
WestRock, Atlanta, GA
Whirlpool Corp., Benton Harbor, MI
Williams-Sonoma Inc., San Francisco, CA
Workday Inc., Pleasanton, CA
WPP PLC, New York, NY
Wpromote, El Segundo, CA
Wyndham Hotels & Resorts Inc., Parsippany, NJ
Xcel Energy Inc., Minneapolis, MN
Xerox Corp., Norwalk, CT

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