

# THE BUSINESS COALITION FOR THE **EQUALITY ACT**

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 **557** member companies of HRC's Business Coalition for the Equality Act have operations in all 50 states, headquarters spanning 34 states and a combined \$7.8 trillion in revenue, and employ over 16 million people in the United States.

**1-800-FLOWERS.COM, Inc.**, Carle Place, NY  
**2U Inc.**, Lanham, MD  
**3M Company**, Saint Paul, MN  
**A.T. Kearney Inc.**, Chicago, IL  
**ABB Inc.**, Carey, NC  
**AbbVie Inc.**, Chicago, IL  
**Abercrombie & Fitch Co.**, New Albany, OH  
**Accenture**, New York, NY  
**Adobe Inc.**, San Jose, CA  
**Advance Auto Parts (Advance Holding)**, Raleigh, NC  
**ADP**, Roseland, NJ  
**Advanced Micro Devices Inc.**, Sunnyvale, CA  
**Aegon Asset Management**, Cedar Rapids, IA  
**Aflac Inc.**, Columbus, GA  
**Air Products**, Allentown, PA  
**Airbnb Inc.**, San Francisco, CA  
**Airbus**, Herndon, VA  
**Akamai Technologies, Inc.**, Cambridge, MA  
**Alaska Airlines**, Seattle, WA  
**Albertsons Companies**, Boise, ID  
**Alcoa Corp.**, Pittsburgh, PA  
**AlixPartners LLP**, New York, NY  
**AllianceBernstein, L.P.**, Nashville, TN  
**Ally Financial Inc.**, Detroit, MI  
**Altice USA Inc.**, Long Island City, NY  
**Altria Group Inc.**, Richmond, VA  
**Amalgamated Bank**, New York, NY  
**Amazon.com Inc.**, Seattle, WA  
**American Airlines**, Fort Worth, TX  
**American Eagle Outfitters Inc.**, Pittsburgh, PA  
**American Electric Power Co. Inc.**, Columbus, OH  
**American Express Company**, New York, NY  
**American Express Global Business Travel**, Jersey City, NJ  
**American Honda Motor Co., Inc.**, Torrance, CA  
**Ameriprise Financial, Inc.**, Minneapolis, MN  
**AMN Healthcare**, San Diego, CA

**Amyris, Inc.**, Emeryville, CA  
**Analog Devices, Inc.**, Wilmington, MA  
**Andersen Corporation**, Bayport, MN  
**Ansys, Inc.**, Canonsburg, PA  
**Anywhere Real Estate**, Madison, NJ  
**Aon PLC**, Chicago, IL  
**Apple Inc.**, Cupertino, CA  
**Applied Materials Inc.**, Santa Clara, CA  
**Arcadis U.S. Inc.**, Highlands Ranch, CO  
**Arconic**, New York, NY  
**ArentFox Schiff LLP**, Washington, DC  
**Asana**, San Francisco, CA  
**Ascena Retail Group Inc.**, Mahwah, NJ  
**Aspen Skiing Company LLC**, Aspen, CO  
**Associated Bank**, Green Bay, WI  
**AstraZeneca**, Wilmington, DE  
**Asurion LLC**, Nashville, TN  
**AT&T Inc.**, Dallas, TX  
**Atlassian**, San Francisco, CA  
**Autodesk Inc.**, San Rafael, CA  
**AvalonBay Communities Inc.**, Arlington, VA  
**Avery Dennison Corporation**, Glendale, CA  
**Avita Care Solutions/QCare+**, Plano, TX  
**Avnet, Inc.**, Phoenix, AZ  
**BAE Systems Inc.**, Falls Church, VA  
**Bain & Co. Inc./ Bridgespan Group**, Boston, MA  
**Baker & McKenzie LLP**, Chicago, IL  
**Baker Tilly US LLC**, Chicago, IL  
**Bank of America Corp.**, Charlotte, NC  
**Barclays**, New York, NY  
**Bayer U.S. LLC**, Whippany, NJ  
**BASF Corp.**, Florham Park, NJ  
**BCW (Burson Cohn & Wolfe)**, New York, NY  
**BD (Becton, Dickinson and Co.)**, Franklin Lakes, NJ  
**BDO USA, LLC**, Boston, MA  
**Berkshire Bank**, Boston, MA  
**Best Buy Co. Inc.**, Richfield, MN

## Member List, Continued

**Billtrust**, Lawrence Township, NJ  
**Biogen**, Cambridge, MA  
**BioMarin Pharmaceutical Inc.**, San Rafael, CA  
**Bird Rides Inc.**, Santa Monica, CA  
**Black & Veatch Holding Inc.**, Overland Park, KS  
**Black Knight, Inc.**, Jacksonville, FL  
**BlackRock**, New York, NY  
**Block Inc.**, San Francisco, CA  
**Bloomberg LP**, New York, NY  
**Blue Cross & Blue Shield of Rhode Island**, Providence, RI  
**Blue Ridge Power**, Asheville, NC  
**BMC Software Inc.**, Houston, TX  
**BNP Paribas**, New York, NY  
**Body Shop, The**, Wake Forest, NC  
**Boehringer Ingelheim USA Corp.**, Ridgefield, CT  
**Boies Schiller Flexner LLP**, New York, NY  
**Booz Allen Hamilton Inc.**, McLean, VA  
**Boston Beer Company**, Boston, MA  
**Boston Celtics**, Boston, MA  
**Boston Consulting Group**, Boston, MA  
**Boston Scientific Corp.**, Marlborough, MA  
**Box Inc.**, Redwood City, CA  
**BP America Inc.**, Houston, TX  
**Bread Financial**, Columbus, OH  
**Bridgestone Americas Holding Inc.**, Nashville, TN  
**Bridgewater Associates LP**, Westport, CT  
**Brigham and Women's Hospital**, Boston, MA  
**Bright Health Group**, Minneapolis, MN  
**Bright Horizons**, Watertown, MA  
**Bristol-Myers Squibb Co.**, New York, NY  
**Broadridge Financial Solutions Inc.**, Lake Success, NY  
**Brooks Sports Inc.**, Seattle, WA  
**Brown-Forman Corp.**, Louisville, KY  
**Brown Harris Stevens**, New York, NY  
**Brown Rudnick LLP**, Boston, MA  
**Buckley LLP**, Washington, DC  
**C.H. Robinson**, Eden Prairie, MN  
**Caesars Entertainment Corp.**, Las Vegas, NV  
**California Water Service Group**, San Jose, CA  
**Capgemini Americas, Inc.**, New York, NY  
**Capital Group**, Los Angeles, CA  
**Capital Markets Company, The**, New York, NY  
**Capital One Financial Corp.**, McLean, VA  
**Capri Holdings Limited**, New York, NY  
**Cardinal Health Inc.**, Dublin, OH  
**CareSource**, Dayton, OH  
**Cargill Inc.**, Wayzata, MN  
**Cargo Transporters, Inc.**, Claremont, NC  
**CarGurus, Inc.**, Cambridge, MA  
**Carlson Inc.**, Minnetonka, MN  
**Carlyle Group LP, The**, Washington, DC  
**Cengage Learning Inc.**, Boston, MA  
**Cerner Corporation**, Kansas City, MO  
**Chapman and Cutler LLP**, Chicago, IL  
**Chevron Corp.**, San Ramon, CA  
**Children's Minnesota**, Minneapolis, MN  
**Chime**, San Francisco, CA  
**Chobani**, Norwich, NY  
**Choice Hotels International Inc.**, Rockville, MD  
**Chubb Ltd.**, Philadelphia, PA  
**CIGNA Corp.**, Bloomfield, CT  
**Cisco Systems Inc.**, San Jose, CA  
**Citigroup Inc.**, New York, NY  
**Citrix Systems Inc.**, Fort Lauderdale, FL  
**Clorox Company, The**, Oakland, CA  
**CME Group Inc.**, Chicago, IL  
**CNA Financial Corporation**, Chicago, IL  
**Coca-Cola Co., The**, Atlanta, GA  
**CohnReznick, LLP**, Bethesda, MD  
**Comcast NBCUniversal**, Philadelphia, PA  
**Compass**, New York, NY  
**Constellation Energy Group Inc.**, Baltimore, MD  
**Constellations Brands Inc.**, New York, NY  
**Converse Inc.**, Boston, MA  
**Core-Mark**, Westlake, TX  
**CoreLogic**, Irvine, CA  
**Corning**, Corning, NY  
**Corteva Agriscience**, Wilmington, DE  
**Coty Inc.**, New York, NY  
**Cox Enterprises Inc.**, Atlanta, GA  
**Credit Suisse USA Inc.**, New York, NY  
**Crowell & Moring LLP**, Washington, DC  
**CSAA Insurance Group**, Walnut Creek, CA  
**Cue Health**, San Diego, 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  
**Dayforce**, Minneapolis, MN  
**Debevoise & Plimpton LLP**, New York, NY  
**Del Monte Foods, Inc.**, Walnut Creek, CA  
**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  
**Diebold Nixdorf**, Canton, OH  
**Discover Financial Services**, Riverwoods, IL  
**Domino's Pizza**, Ann Arbor, MI  
**DoorDash, Inc.**, San Francisco, CA  
**Dow Chemical Co., The**, Midland, MI  
**Doximity, Inc**, San Francisco, CA  
**Dropbox Inc.**, San Francisco, CA

## Member List, Continued

**Duke Energy Corp.**, Charlotte, NC  
**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  
**Eaton Corp.**, Cleveland, OH  
**eBay Inc.**, San Jose, CA  
**Ecolab Inc.**, St. Paul, MN  
**Edison International**, Rosemead, CA  
**Edward Jones**, St. Louis, MO  
**Elastic NV**, Mountain View, CA  
**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  
**Etsy, Inc.**, Brooklyn, NY  
**Eventbrite**, San Francisco, CA  
**Eversource Energy**, Springfield, MA  
**Evolent Health Inc.**, Arlington, VA  
**Exelon Corp.**, Chicago, IL  
**Expedia Group**, Bellevue, WA  
**FactSet Research Systems Inc.**, Norwalk, CT  
**Fairview Health Services**, Minneapolis, MN  
**Fiserv Inc.**, Brookfield, WI  
**FMC Corporation**, Philadelphia, PA  
**Food Lion**, Salisbury, NC  
**Ford Motor Company**, Dearborn, MI  
**Fossil Group Inc.**, Richardson, TX  
**Gap Inc.**, San Francisco, CA  
**GE Appliances, A Haier Company**, Louisville, KY  
**Gen Digital**, Mountain View, 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  
**Ginkgo Bioworks, Inc.**, Boston, MA  
**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  
**Greenspoon Marder LLP**, Fort Lauderdale, FL  
**Grove Collaborative**, San Francisco, CA  
**Guardian Life Insurance Co. of America, The**, New York, NY  
**Guidehouse Inc.**, Chicago, IL  
**Guild**, Denver, CO  
**Gusto**, San Francisco, CA  
**Harley-Davidson Inc.**, Milwaukee, WI  
**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., The**, 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., The**, Atlanta, GA  
**Honeywell International**, Charlotte, NC  
**Host Hotels & Resorts Inc.**, Bethesda, MD  
**HP Inc.**, Palo Alto, CA  
**HSBC US**, New York, NY  
**HSF Affiliates LLC**, Irvine, CA  
**HSN Inc.**, St. Petersburg, FL  
**Hughes Hubbard & Reed LLP**, New York, NY  
**Husch Blackwell LLP**, St. Louis, MO  
**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  
**Infosys**, Richardson, TX  
**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.Crew Group**, New York, NY  
**J. M. Smucker Co., The**, Orrville, OH  
**Jacobs Engineering Group, Inc.**, Dallas, TX  
**Jeni's Splendid Ice Creams**, Columbus, OH  
**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

## Member List, Continued

**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  
**Kellogg Co.**, Battle Creek, MI  
**Keller Williams Realty Inc.**, Austin, TX  
**Kenneth Cole Productions Inc.**, New York, NY  
**Kerry**, Beloit, WI  
**KeyCorp**, Cleveland, OH  
**KIND LLC**, New York, NY  
**Knot Worldwide, The**, Chevy Chase, MD  
**KnowBe4, Inc.**, Clearwater, FL  
**Korn Ferry**, Los Angeles, CA  
**KPMG LLP**, New York, NY  
**Kraft Heinz Company, The**, 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  
**Lumentum Holdings, LLC**, San Jose, CA  
**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  
**Match Group, LLC**, Dallas, TX  
**Mattel Inc.**, El Segundo, CA  
**McAfee**, Santa Clara, CA  
**McCormick & Company, Inc.**, Hunt Valley, MD  
**McDonald's Corporation**, Chicago, IL  
**McGraw Hill Education**, New York, NY  
**McKesson Corporation**, Las Colinas, TX  
**McKinsey & Co.**, New York, NY  
**McKinstry Co. LLC**, Seattle, WA  
**Medline Industries, LP**, Northfield, IL  
**Medtronic PLC**, Minneapolis, MN  
**Merck**, Kenilworth, NJ  
**Meredith Corp.**, Des Moines, IA  
**Meta**, Menlo Park, CA  
**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  
**MillerKnoll, Inc.**, Zeeland, MI  
**Mondelez International Inc.**, Deerfield, IL  
**Moody's Corp.**, New York, NY  
**Molson Coors LLC**, Chicago, IL  
**Morgan Stanley**, New York, NY  
**Morgan, Lewis & Bockius LLP**, Philadelphia, PA  
**Morningstar Inc.**, Chicago, IL  
**Morris, Manning & Martin LLP**, Atlanta, GA  
**Motive Inc.**, San Francisco, CA  
**Nasdaq Inc.**, New York, NY  
**National Grid USA**, Waltham, MA  
**Nationwide**, Columbus, OH  
**Navient**, Wilmington, DE  
**Nestlé**, Arlington, VA  
**Netflix Inc.**, Los Gatos, CA  
**Neuberger Berman Group LLC**, Boston, MA  
**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  
**Northrop Grumman Corp.**, Falls Church, VA  
**Novartis Corporation**, East Hanover, NJ  
**Novo Nordisk Inc.**, Plainsboro, NJ  
**NRP Group, The**, Cleveland, OH  
**NTT DATA Services, LLC**, Plano, TX  
**Nuance Communications**, Burlington, MA  
**OCC**, Chicago, IL  
**Ocean Spray Cranberries Inc.**, Lakeville-Middleboro, MA  
**Office Depot Inc.**, Boca Raton, FL  
**Omnicom Group**, New York, NY  
**Oportun, Inc.**, San Carlos, CA  
**Oracle Corp.**, Redwood City, CA  
**Otis Worldwide Corporation**, Farmington, CT  
**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  
**PC Connection Inc. (dba Connection)**, Merrimack, NH  
**Peloton Interactive Inc.**, New York, NY  
**PepsiCo Inc.**, Purchase, NY  
**PetSmart Inc.**, Phoenix, AZ  
**Pfizer Inc.**, New York, NY  
**PG&E Corp.**, 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  
**Point32Health**, Canton, MA  
**Point B, Inc.**, Seattle, WA

## Member List, Continued

**Polsinelli PC**, Kansas City, MO  
**Porter Wright Morris & Arthur LLP**, Columbus, OH  
**Portland General Electric**, Portland, OR  
**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  
**Ralph Lauren Corporation**, New York, NY  
**RAPP Worldwide**, New York, NY  
**Raymond James Financial**, St. Petersburg, FL  
**RE/MAX LLC**, Denver, CO  
**REI Co-op**, Sumner, WA  
**Red Hat Inc.**, Raleigh, NC  
**Redfin Corp.**, Seattle, WA  
**Relias LLC**, Morrisville, NC  
**RELX**, New York, NY  
**Replacements Ltd.**, McLeansville, NC  
**RES (Renewable Energy Systems)**, Broomfield, CO  
**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  
**Samsung Electronics America**, Ridgefield Park, NJ  
**Sanofi US**, Bridgewater, NJ  
**SAP America Inc.**, Newtown Square, PA  
**Saul Ewing Arnstein & Lehr LLP**, Philadelphia, PA  
**Schulte Roth & Zabel LLP**, New York, NY  
**Seagate Technology plc**, Cupertino, CA  
**Securian Financial Group Inc.**, Saint Paul, MN  
**Selective Insurance Company of America**, Branchville, NJ  
**ServiceSource International, Inc.**, Denver, CO  
**Seyfarth Shaw LLP**, Chicago, IL  
**Sheppard, Mullin, Richter, & Hampton LLP**, Los Angeles, CA  
**Shipt**, Birmingham, AL  
**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 Interactive Entertainment Inc.**, San Mateo, CA  
**Sony Music Group**, New York, NY  
**Southwest Airlines Co.**, Dallas, TX  
**Splunk Inc.**, San Francisco, CA  
**Spotify USA Inc.**, New York, NY  
**Standard Chartered Bank**, New York, NY  
**Stanley Black & Decker Inc.**, New Britain, CT  
**Starbucks Corp.**, Seattle, WA  
**State Street Corporation**, Boston, MA  
**Steelcase Inc.**, Grand Rapids, MI  
**Stop & Shop Supermarket Company, LLC, The**, Quincy, MA  
**Strategic Education, Inc.**, Herndon, VA  
**SUEZ Water Technologies and Solutions**, Trevose, PA  
**Sun Life U.S.**, Wellesley Hills, MA  
**Sunrun Inc.**, San Francisco, CA  
**SurveyMonkey Inc.**, San Mateo, CA  
**Sweetgreen, Inc.**, Los Angeles, 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**, Omaha, NE  
**TD Bank, N.A.**, Cherry Hill, NJ  
**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  
**TriNet Group, Inc**, Dublin, CA  
**TripAdvisor Inc.**, Needham, MA  
**Truist Financial Corporation**, Charlotte, NC  
**Turner Construction Co.**, New York, NY  
**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

## Member List, Continued

**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  
**VF Corp**, Denver, CO  
**Viiv Healthcare**, Research Triangle Park, NC  
**Visa**, Foster City, CA  
**Vizient Inc.**, Irving, TX  
**VMware Inc.**, Palo Alto, CA  
**VMLY&R**, Kansas City, MO  
**W. W. Grainger, Inc.**, Lake Forest, IL  
**Wabtec Corporation**, Pittsburgh, PA  
**Walt Disney Co., The**, Burbank, CA  
**Warby Parker**, New York, NY  
**Warner Music Group**, New York, NY  
**Wawa**, Media, PA  
**WE Communications**, Bellevue, WA  
**Wellmark Blue Cross Blue Shield**, Des Moines, IA  
**Wells Fargo & Co.**, San Francisco, CA  
**Western Digital**, San Jose, CA  
**West Monroe Partners LLC**, Chicago, IL  
**WestRock**, Atlanta, GA  
**Whirlpool Corp.**, Benton Harbor, MI  
**Wiley**, Hoboken, NJ  
**Williams-Sonoma Inc.**, San Francisco, CA  
**Wipro**, East Brunswick, NJ  
**Wise**, New York, NY  
**Workday Inc.**, Pleasanton, CA  
**WPP**, New York, NY  
**Wpromote**, El Segundo, CA  
**Wunderman Thompson**, New York, NY  
**Wyndham Hotels & Resorts Inc.**, Parsippany, NJ  
**Xcel Energy Inc.**, Minneapolis, MN  
**Xerox Corp.**, Norwalk, CT  
**Xperi**, San Jose, CA  
**Xylem Inc.**, Rye Brook, NY  
**Yelp Inc.**, San Francisco, CA  
**Yext Inc.**, New York, NY  
**Zendesk, Inc.**, San Francisco, CA  
**Ziff Davis**, Los Angeles, CA  
**Zillow Group**, Seattle, WA  
**Zimmer Biomet Holdings Inc.**, Warsaw, IN  
**Zoetis Inc.**, Parsippany, NJ  
**Zynga Inc.**, San Francisco, CA