

# 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 **323** member companies of HRC's Business Coalition for the Equality Act have operations in all 50 states, headquarters spanning 33 states and a combined \$5.7 trillion in revenue, and employ over 12.3 million people in the United States.

**3M Company**, Saint Paul, MN  
**A.T. Kearney Inc.**, Chicago, IL  
**Abercrombie & Fitch Co.**, New Albany, OH  
**Accenture**, New York, NY  
**Adobe Systems Inc.**, San Jose, CA  
**Advance Auto Parts (Advance Holding)**, Raleigh, NC  
**ADP**, Roseland, NJ  
**Advanced Micro Devices Inc.**, Sunnyvale, CA  
**Airbnb Inc.**, San Francisco, CA  
**Airbus**, Herndon, VA  
**Alaska Airlines**, Seattle, WA  
**Alcoa Corp.**, Pittsburgh, PA  
**AlixPartners LLP**, New York, NY  
**Alliance Data Systems Corporation**, Columbus, OH  
**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 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  
**Apple Inc.**, Cupertino, CA  
**Applied Materials Inc.**, Santa Clara, CA  
**Arconic**, New York, NY  
**Asana**, San Francisco, CA  
**Ascena Retail Group Inc.**, Mahwah, NJ  
**Aspen Skiing Company LLC**, Aspen, CO  
**Asurion LLC**, Nashville, TN  
**AT&T Inc.**, Dallas, TX  
**Atlassian**, San Francisco, CA  
**Avnet, Inc.**, Phoenix, AZ

**AXA Equitable Life Insurance Company**, New York, NY  
**Bain & Co. Inc./ Bridgespan Group**, Boston, MA  
**Bank of America Corp.**, Charlotte, NC  
**Bayer U.S. LLC**, Whippany, NJ  
**BASF Corp.**, Florham Park, NJ  
**BD**, Franklin Lakes, NJ  
**Best Buy Co. Inc.**, Richfield, MN  
**Biogen**, Cambridge, MA  
**BioMarin Pharmaceutical Inc.**, San Rafael, CA  
**Bird Rides Inc.**, Santa Monica, CA  
**BNP Paribas**, New York, NY  
**Boehringer Ingelheim USA Corp.**, Ridgefield, CT  
**Booz Allen Hamilton Inc.**, McLean, VA  
**Boston Scientific Corp.**, Marlborough, MA  
**Box Inc.**, Redwood City, CA  
**Bridgestone Americas Holding Inc.**, Nashville, TN  
**Bright Horizons**, Watertown, MA  
**Bristol-Myers Squibb Co.**, New York, NY  
**Broadridge Financial Solutions Inc.**, Lake Success, NY  
**Brown-Forman Corp.**, Louisville, KY  
**Brown Rudnick LLP**, Boston, MA  
**Buckley LLP**, Washington, DC  
**Caesars Entertainment Corp.**, Las Vegas, NV  
**California Water Service Group**, San Jose, CA  
**Capital One Financial Corp.**, McLean, VA  
**Cardinal Health Inc.**, Dublin, OH  
**Cargill Inc.**, Wayzata, MN  
**Cengage Learning Inc.**, Boston, MA  
**Chevron Corp.**, San Ramon, CA  
**Chobani**, Norwich, NY  
**Choice Hotels International Inc.**, Rockville, MD  
**Cisco Systems Inc.**, San Jose, CA  
**Citigroup Inc.**, New York, NY  
**Citrix Systems Inc.**, Fort Lauderdale, FL  
**CME Group Inc.**, Chicago, IL  
**CNA Financial Corporation**, Chicago, IL  
**Coca-Cola Co., The**, Atlanta, GA

## Member List, Continued

**Compass**, New York, NY  
**Compass Bancshares Inc. (BBVA Compass)**, Birmingham, AL  
**Corning**, Corning, NY  
**Converse Inc.**, Boston, MA  
**Cox Enterprises Inc.**, Atlanta, GA  
**CSAA Insurance Group**, Walnut Creek, CA  
**Cummins Inc.**, Columbus, IN  
**CVS Health Corp.**, Woonsocket, RI  
**Daniel J. Edelman Holdings, Inc.**, New York, NY  
**Danone North America**, White Plains, NY  
**Day Pitney LLP**, Parsippany, NJ  
**Darden Restaurants Inc.**, Orlando, FL  
**Debevoise & Plimpton LLP**, New York, NY  
**Deloitte LLP**, New York, NY  
**Dell Technologies Inc.**, Round Rock, TX  
**Delta Air Lines Inc.**, Atlanta, GA  
**Depository Trust & Clearing Corp., The**, New York, NY  
**Diageo North America**, Norwalk, CT  
**Domino's Pizza**, Ann Arbor, MI  
**Dow Chemical Co., The**, Midland, MI  
**Dropbox Inc.**, San Francisco, CA  
**E. I. du Pont de Nemours and Co. (DuPont)**, Wilmington, DE  
**Eastern Bank Corp.**, Boston, MA  
**Eaton Corp.**, Cleveland, OH  
**eBay Inc.**, San Jose, CA  
**Ecolab Inc.**, St. Paul, MN  
**Edison International**, Rosemead, CA  
**EMD Serono, MilliporeSigma, & EMD Performance Materials**, Burlington, MA  
**Empower Retirement**, Greenwood Village, CO  
**Ericsson Inc**, Plano, TX  
**Ernst & Young LLP**, New York, NY  
**Estée Lauder Companies Inc., The**, New York, NY  
**E\*TRADE Financial Corp.**, New York, NY  
**Evolent Health Inc.**, Arlington, VA  
**Exelon Corp.**, Chicago, IL  
**Expedia Group**, Bellevue, WA  
**Facebook Inc.**, Menlo Park, CA  
**First Data Corp.**, Atlanta, GA  
**Food Lion**, Salisbury, NC  
**Fossil Group Inc.**, Richardson, TX  
**Fiserv Inc.**, Brookfield, WI  
**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  
**Google Inc.**, Mountain View, CA  
**Guardian Life Insurance Co. of America, The**, New York, NY  
**Guidehouse Inc.**, Chicago, IL  
**Gusto**, San Francisco, CA  
**Halstead Real Estate**, New York, NY  
**Hannaford Supermarkets**, Scarborough, ME  
**HERE North America LLC**, Chicago, IL  
**Hershey Co., The**, Hershey, PA  
**Hess Corp.**, New York, NY  
**Hewlett Packard Enterprise Co.**, Palo Alto, CA  
**Hilton Inc.**, McLean, VA  
**Hiscox USA**, New York, NY  
**Hogan Lovells US LLP**, Washington, DC  
**Holland & Knight LLP**, Miami, FL  
**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  
**IDEX Corp.**, Lake Forest, IL  
**IHS Markit Ltd.**, New York, NY  
**IKEA Holding US Inc.**, Conshohocken, PA  
**Information Resources Inc.**, Chicago, IL  
**Ingersoll-Rand Company**, Davidson, NC  
**Insight Enterprises Inc.**, Tempe, AZ  
**Intel Corp.**, Santa Clara, CA  
**InterContinental Hotels Group Americas**, Atlanta, GA  
**International Flavors & Fragrances, Inc.**, New York, NY  
**Iron Mountain Inc.**, Boston, MA  
**Jacobs Engineering Group, Inc.**, Dallas, TX  
**Jenner & Block LLP**, Chicago, IL  
**John Hancock Financial Services Inc.**, Boston, MA  
**Johnson & Johnson**, New Brunswick, NJ  
**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  
**Lendlease Americas Inc.**, New York, NY  
**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  
**ManpowerGroup**, Milwaukee, WI  
**Marriott International Inc.**, Bethesda, MD

## Member List, Continued

**Mars Inc.**, McLean, VA  
**Marsh & McLennan Companies Inc.**, New York, NY  
**Massachusetts Mutual Life Insurance Co.**, Springfield, MA  
**Mastercard**, Purchase, NY  
**McAfee**, Santa Clara, CA  
**McCormick & Company, Inc.**, Hunt Valley, MD  
**McKesson Corporation**, Las Colinas, TX  
**McKinstry Co. LLC**, Seattle, WA  
**Medtronic PLC**, Minneapolis, MN  
**Merck**, Kenilworth, NJ  
**Meredith Corp.**, Des Moines, IA  
**MGM Resorts International**, Las Vegas, NV  
**Micron Technology Inc.**, Boise, ID  
**Microsoft Corp.**, Redmond, WA  
**MillerCoors LLC**, Chicago, IL  
**Mitchell Gold + Bob Williams**, Taylorsville, NC  
**Mondelez International Inc.**, Deerfield, IL  
**Moody's Corp.**, New York, NY  
**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  
**Netflix Inc.**, Los Gatos, CA  
**New Belgium Brewing Company**, Fort Collins, CO  
**Nielsen**, New York, NY  
**Nike Inc.**, Beaverton, OR  
**Nordstrom Inc.**, Seattle, WA  
**NortonLifeLock**, Mountain View, CA  
**Northrop Grumman Corp.**, Falls Church, VA  
**Nuance Communications**, Burlington, MA  
**Ocean Spray Cranberries Inc.**, Lakeville-Middleboro, MA  
**Office Depot Inc.**, Boca Raton, FL  
**Oracle Corp.**, Redwood City, CA  
**Owens Corning**, Toledo, OH  
**Palo Alto Networks**, Santa Clara, CA  
**Patreon Inc.**, San Francisco, CA  
**Pariveda Solutions Inc.**, Dallas, TX  
**Paul Hastings LLP**, Los Angeles, CA  
**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 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  
**Porter Wright Morris & Arthur LLP**, Columbus, OH  
**Power Home Remodeling Group LLC**, Chester, PA  
**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  
**QUALCOMM Inc.**, San Diego, CA  
**Realogy Holdings Corp.**, Madison, NJ  
**Redfin Corp.**, Seattle, WA  
**Red Hat Inc.**, Raleigh, NC  
**RE/MAX LLC**, Denver, CO  
**Replacements Ltd.**, McLeansville, NC  
**Rockwell Automation Inc.**, Milwaukee, WI  
**Royal Bank of Canada**, New York, NY  
**S&P Global Inc.**, New York, NY  
**Salesforce**, San Francisco, CA  
**SAP America Inc.**, Newtown Square, PA  
**Seagate Technology plc**, Cupertino, CA  
**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  
**Sodexo Inc.**, Gaithersburg, MD  
**Sony Electronics Inc.**, San Diego, CA  
**Southwest Airlines Co.**, Dallas, TX  
**Spotify USA Inc.**, New York, NY  
**Square Inc.**, San Francisco, CA  
**Stanley Black & Decker Inc.**, New Britain, CT  
**Starbucks Corp.**, Seattle, WA  
**Steelcase Inc.**, Grand Rapids, MI  
**SUEZ Water Technologies and Solutions**, Treviso, PA  
**Sun Life U.S.**, Wellesley Hills, MA  
**SurveyMonkey Inc.**, San Mateo, CA  
**Synchrony**, Stamford, CT  
**Sysco**, Houston, TX  
**Takeda Pharmaceuticals USA Inc.**, Deerfield, IL  
**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  
**TIAA**, New York, NY  
**T-Mobile USA Inc.**, Bellevue, WA  
**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  
**U.S. Bancorp**, Minneapolis, MN  
**Uber Technologies Inc.**, San Francisco, CA  
**Ultimate Software**, Weston, FL  
**Under Armour Inc.**, Baltimore, MD  
**Unilever**, Englewood Cliffs, NJ  
**Union Pacific Railroad**, Omaha, NE

## Member List, Continued

**United Airlines**, Chicago, IL  
**United Parcel Service Inc.**, Atlanta, GA  
**Univar Solutions, Inc.**, Downers Grove, IL  
**Univision Communications Inc.**, New York, NY  
**Vanguard Group Inc.**, Malvern, PA  
**Verizon Communications Inc.**, New York, NY  
**Viiv Healthcare**, Research Triangle Park, NC  
**Visa**, Foster City, 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  
**Whirlpool Corp.**, Benton Harbor, MI  
**Williams-Sonoma Inc.**, San Francisco, CA  
**Workday Inc.**, Pleasanton, CA  
**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  
**Zillow Group**, Seattle, WA  
**Zimmer Biomet Holdings Inc.**, Warsaw, IN