

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|---------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                       |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| 1-800-FLOWERS.COM, Inc.               | Jericho               | NY    | 95              | 95              |             |
| 23andMe                               | Sunnyvale             | CA    | 30              |                 |             |
| 2U, Inc.                              | Lanham                | MD    | 55              | 55              |             |
| 360 Behavioral Health                 | Van Nuys              | CA    | 90              | 70              |             |
| 3M Co.                                | St. Paul              | MN    | 85              | 100             | 134         |
| A&O Shearman                          | New York              | NY    | 100             | 100             |             |
| ABB Inc.                              | Cary                  | NC    | 50              | 75              |             |
| Abbott Laboratories                   | Abbott Park           | IL    | 100             | 90              | 108         |
| AbbVie Inc.                           | North Chicago         | IL    | 100             | 100             | 77          |
| Abercrombie & Fitch Co.               | New Albany            | OH    | 100             | 100             |             |
| ABM Industries Inc.                   | New York              | NY    | 5               |                 | 461         |
| ACA Group                             | North Bethesda        | MD    | 80              | 90              |             |
| Accenture                             | New York              | NY    | 100             | 100             |             |
| Acosta Group                          | Jacksonville          | FL    | 40              | 40              |             |
| Adaptive Biotechnologies Corporation  | Seattle               | WA    | 80              | 55              |             |
| Adidas North America Inc.             | Portland              | OR    | 100             | 95              |             |
| Adobe Inc.                            | San Jose              | CA    | 100             | 95              | 210         |
| ADP                                   | Roseland              | NJ    | 80              | 85              | 228         |
| ADT                                   | Boca Raton            | FL    | 85              |                 |             |
| ADUSA Distribution, LLC               | Salisbury             | NC    | 100             | 80              |             |
| ADUSA Transportation, LLC             | Salisbury             | NC    | 100             | 80              |             |
| Advance Auto Parts (Advance Holding)  | Raleigh               | NC    | 100             | 95              | 358         |
| Advanced Micro Devices Inc.           | Santa Clara           | CA    | 100             | 95              | 181         |
| Advantage Solutions Inc.              | Irvine                | CA    | 70              | 70              |             |
| AECOM                                 | Dallas                | TX    | 100             | 100             | 291         |
| Aegon Asset Management                | Cedar Rapids          | IA    | 60              | 75              |             |
| The AES Corp.                         | Arlington             | VA    | 100             | 90              | 319         |
| Aflac Incorporated                    | Columbus              | GA    | 50              | 50              | 222         |
| Agco                                  | Duluth                | GA    | 0               | 0               | 295         |
| Agilent Technologies Inc.             | Santa Clara           | CA    | 30              | 30              |             |
| Ahold Delhaize USA (ADUSA)            | Quincy                | MA    | 100             | 95              |             |
| AIG                                   | New York              | NY    | 90              | 80              | 94          |
| Air Liquide US, LLC                   | Houston               | TX    | 80              | 95              |             |
| Air Products & Chemicals Inc.         | Allentown             | PA    | 100             | 95              | 322         |
| Airbnb Inc.                           | San Francisco         | CA    | 100             | 100             | 396         |
| Airbus Americas Inc.                  | Herndon               | VA    | 100             | 100             |             |
| Airlines Reporting Corporation (ARC)  | Arlington             | VA    | 100             | 100             |             |
| Akamai Technologies Inc.              | Cambridge             | MA    | 80              | 90              |             |
| Akerman LLP                           | Miami                 | FL    | 95              | 95              |             |
| Akin, Gump, Strauss, Hauer & Feld LLP | Washington            | DC    | 100             | 100             |             |
| Alaska Airlines                       | Seattle               | WA    | 100             | 100             | 385         |
| Albemarle Corporation                 | Charlotte             | NC    | 85              | 60              | 412         |
| Albertsons Companies Inc.             | Boise                 | ID    | 45              | 45              | 53          |
| Alcoa Corp.                           | Pittsburgh            | PA    | 100             | 85              | 380         |
| Alcon Inc                             | Fort Worth            | TX    | 100             | 100             |             |
| Aledade, Inc.                         | Bethesda              | MD    | 75              | 50              |             |
| Alexander & Baldwin                   | Honolulu              | HI    | 25              | 40              |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|-----------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                               |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Alight Solutions                              | Lincolnshire          | IL    | 100             | 100             |             |
| AlixPartners LLP                              | New York              | NY    | 100             | 100             |             |
| AllianceBernstein LP                          | Nashville             | TN    | 100             | 100             |             |
| Alliant Energy Corp.                          | Madison               | WI    | 100             | 100             |             |
| Allianz Life Insurance Co. of North America   | Minneapolis           | MN    | 100             | 95              |             |
| Allstate Insurance Co.                        | Northbrook            | IL    | 100             | 100             | 73          |
| Ally Financial Inc.                           | Detroit               | MI    | 100             | 95              | 257         |
| Alnylam Pharmaceutical, Inc.                  | Cambridge             | MA    | 75              | 90              |             |
| Alston & Bird LLP                             | Atlanta               | GA    | 100             | 100             |             |
| Altice USA, Inc.                              | Long Island City      | NY    | 100             | 100             | 424         |
| Altria Group Inc.                             | Richmond              | VA    | 100             | 100             | 196         |
| Amalgamated Bank                              | New York              | NY    | 100             | 100             |             |
| A-Mark Precious Metals                        | El Segundo            | CA    | 0               | 0               | 421         |
| Amazon.com Inc.                               | Seattle               | WA    | 100             | 100             | 2           |
| AMC Entertainment Inc.                        | Leawood               | KS    | 100             | 100             |             |
| AMC Networks                                  | New York              | NY    | 100             | 90              |             |
| Ameren Corp.                                  | St. Louis             | MO    | 80              | 75              | 494         |
| American Airlines                             | Fort Worth            | TX    | 100             | 100             | 86          |
| American Century Investments                  | Kansas City           | MO    | 40              | 55              |             |
| American Eagle Outfitters Inc.                | Pittsburgh            | PA    | 100             | 100             |             |
| American Electric Power Co. Inc.              | Columbus              | OH    | 90              | 90              | 217         |
| American Express Company                      | New York              | NY    | 100             | 100             | 58          |
| American Express Global Business Travel       | Jersey City           | NJ    | 30              | 55              |             |
| American Family Mutual Insurance Company, S.I | Madison               | WI    | 90              | 90              | 243         |
| American Financial Group                      | Cincinnati            | OH    | 40              | 35              | 470         |
| American Greetings Corp.                      | Cleveland             | OH    | 100             | 100             |             |
| American Honda Motor Co.                      | Torrance              | CA    | 55              | 70              |             |
| American Tower Corp.                          | Boston                | MA    | 90              | 95              | 363         |
| American Water                                | Camden                | NJ    | 55              | 70              |             |
| Ameriprise Financial Inc.                     | Minneapolis           | MN    | 100             | 100             | 254         |
| Amgen Inc.                                    | Thousand Oaks         | CA    | 100             | 100             | 151         |
| AMN Healthcare Services Inc.                  | Dallas                | TX    | 100             | 95              |             |
| Amphenol Corp.                                | Wallingford           | CT    | 5               | 5               | 325         |
| Amtrak                                        | Washington            | DC    | 100             | 100             |             |
| Amyris, Inc.                                  | Emeryville            | CA    | 35              | 50              |             |
| Analog Devices Inc.                           | Norwood               | MA    | 95              | 90              | 335         |
| Andersen Corporation                          | Bayport               | MN    | 100             | 95              |             |
| The Andersons Inc.                            | Maumee                | OH    | 5               | 5               | 285         |
| Anheuser-Busch Companies Inc.                 | St. Louis             | MO    | 80              | 70              |             |
| Anschutz Entertainment Group, Inc.            | Los Angeles           | CA    | 100             | 100             |             |
| Ansys, Inc.                                   | Canonsburg            | PA    | 65              | 80              |             |
| Anywhere Real Estate                          | Madison               | NJ    | 65              | 80              |             |
| Aon plc                                       | Chicago               | IL    | 100             | 100             |             |
| Apache Corp.                                  | Houston               | TX    | 5               | 5               | 455         |
| Apollo Global Management Inc.                 | New York              | NY    | 100             | 100             | 136         |
| Appian Corporation                            | McLean                | VA    | 70              | 70              |             |
| Apple Inc.                                    | Cupertino             | CA    | 100             | 100             | 3           |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|----------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                  |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Applied Materials Inc.           | Santa Clara           | CA    | 100             | 100             | 158         |
| AQR Capital Management LLC       | Greenwich             | CT    | 80              | 100             |             |
| Aramark Corp.                    | Philadelphia          | PA    | 100             | 100             | 220         |
| Arcadis U.S. Inc.                | Highlands Ranch       | CO    | 100             | 100             |             |
| Arch Capital Group Ltd           | White Plains          | NY    | 100             | 65              |             |
| Archer Daniels Midland Co.       | Chicago               | IL    | 55              | 55              | 43          |
| Arconic                          | Pittsburgh            | PA    | 100             | 100             |             |
| Arctic Wolf Networks, Inc        | Eden Prairie          | MN    | 100             |                 |             |
| ArentFox Schiff                  | Washington            | DC    | 90              | 95              |             |
| Ares Management LLC              | Los Angeles           | CA    | 100             | 100             |             |
| Aristocrat Technologies, Inc.    | Las Vegas             | NV    | 70              | 65              |             |
| ARKO                             | Richmond              | VA    | 0               | 0               | 453         |
| Armstrong Teasdale LLP           | St. Louis             | MO    | 100             | 80              |             |
| Arnold & Porter Kaye Scholer LLP | Washington            | DC    | 100             | 100             |             |
| Arrow Electronics                | Centennial            | CO    | 70              | 85              | 133         |
| Arthur J. Gallagher & Co.        | Rolling Meadows       | IL    | 100             | 100             | 391         |
| Arup US, Inc.                    | New York              | NY    | 100             | 100             |             |
| Asbury Automotive Group          | Duluth                | GA    | 0               | 5               | 281         |
| Ascena                           | Mahwah                | NJ    | 100             | 100             |             |
| Ashland Inc.                     | Wilmington            | DE    | 40              | 15              |             |
| ASML                             | Chandler              | AZ    | 100             |                 |             |
| AssetMark Financial Holdings Inc | Concord               | CA    | 40              | 40              |             |
| Associated Banc-Corp             | Green Bay             | WI    | 100             | 100             |             |
| Assurant                         | Atlanta               | GA    | 100             | 100             | 365         |
| Astellas Pharma US Inc.          | Northbrook            | IL    | 70              | 80              |             |
| AstraZeneca PLC                  | Wilmington            | DE    | 95              | 95              |             |
| Asurion LLC                      | Nashville             | TN    | 100             | 100             |             |
| AT&T Inc.                        | Dallas                | TX    | 100             | 100             | 32          |
| Atkore International Inc.        | Harvey                | IL    | 100             | 100             |             |
| Atlassian                        | San Francisco         | CA    | 55              | 55              |             |
| Aurora Innovation, Inc.          | Pittsburgh            | PA    | 80              | 40              |             |
| The Auto Club Group              | Dearborn              | MI    | 30              | 45              |             |
| Autodesk Inc.                    | San Francisco         | CA    | 100             | 100             |             |
| Autoliv Inc.                     | Auburn Hills          | MI    | 5               | 5               | 384         |
| AutoNation Inc.                  | Fort Lauderdale       | FL    | 70              | 5               | 155         |
| Auto-Owners Insurance Group      | Lansing               | MI    | 5               | 5               | 314         |
| AutoZone Inc.                    | Memphis               | TN    | 50              | 65              | 236         |
| AvalonBay Communities Inc.       | Arlington             | VA    | 100             | 100             |             |
| Avanade Inc.                     | Seattle               | WA    | 90              | 85              |             |
| Avantor, Inc.                    | Radnor                | PA    | 100             | 100             |             |
| Avaya Inc.                       | Santa Clara           | CA    | 50              | 50              |             |
| Avery Dennison                   | Mentor                | OH    | 100             | 100             | 450         |
| Avient Corporation               | Avon Lake             | OH    | 60              | 75              |             |
| Avis Budget Group Inc.           | Parsippany            | NJ    | 35              | 50              | 345         |
| Avita Care Solutions             | Plano                 | TX    | 100             | 100             |             |
| Avnet Inc.                       | Phoenix               | AZ    | 60              | 60              | 157         |
| Avon Products Inc.               | Rye                   | NY    | 30              | 40              |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|------------------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                                      |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| AXA XL                                               | Stamford              | CT    | 100             |                 |             |
| Axiom Global Inc.                                    | Chicago               | IL    | 100             | 100             |             |
| B. Braun Medical                                     | Bethlehem             | PA    | 75              |                 |             |
| BAE Systems Inc.                                     | Falls Church          | VA    | 90              | 85              |             |
| 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    | 5               | 5               | 161         |
| Baker Tilly US, LLP                                  | Chicago               | IL    | 70              | 85              |             |
| Baker, Donelson, Bearman, Caldwell & Berkowitz PC    | Nashville             | TN    | 100             | 85              |             |
| Ball Corp.                                           | Westminster           | CO    | 100             | 90              | 304         |
| Ballard Spahr LLP                                    | Philadelphia          | PA    | 100             | 60              |             |
| The Bama Companies Inc.                              | Tulsa                 | OK    | 25              | 50              |             |
| Bank of America Corp.                                | Charlotte             | NC    | 100             | 100             | 18          |
| The Bank of New York Mellon Corp.                    | New York              | NY    | 100             | 100             | 130         |
| Barclays                                             | New York              | NY    | 100             | 90              |             |
| Barilla America Inc.                                 | Northbrook            | IL    | 100             | 100             |             |
| Barnes & Noble Inc.                                  | New York              | NY    | 55              | 70              |             |
| Barnes & Thornburg LLP                               | Indianapolis          | IN    | 60              | 75              |             |
| BASF Corp.                                           | Florham Park          | NJ    | 100             | 100             |             |
| Basis Technologies                                   | Chicago               | IL    | 85              | 55              |             |
| Bass, Berry & Sims PLC                               | Nashville             | TN    | 100             | 95              |             |
| Bath & Body Works LLC                                | Columbus              | OH    | 100             | 95              | 481         |
| Battelle Energy Alliance (Idaho National Laboratory) | Idaho Falls           | ID    | 85              | 70              |             |
| Battelle Memorial Institute                          | Columbus              | OH    | 100             | 100             |             |
| Baxter International Inc.                            | Deerfield             | IL    | 60              | 60              | 270         |
| BAYADA Home Health Care                              | Pennsauken Township   | NJ    | 100             | 45              |             |
| Bayer U.S. LLC                                       | Whippany              | NJ    | 100             | 100             |             |
| BB OPC LLC                                           | New York              | NY    | 40              | 40              |             |
| BDO USA, PC                                          | Chicago               | IL    | 100             | 100             |             |
| Beacon Roofing Supply Inc.                           | Herndon               | VA    | 0               | 0               | 429         |
| Becton, Dickinson and Co.                            | Franklin Lakes        | NJ    | 95              | 95              | 211         |
| Ben & Jerry's Homemade Inc.                          | South Burlington      | VT    | 85              | 100             |             |
| Benchmark Senior Living LLC                          | Waltham               | MA    | 20              | 20              |             |
| Benesch                                              | Chicago               | IL    | 95              |                 |             |
| Berkeley Research Group LLC                          | Emeryville            | CA    | 100             | 100             |             |
| Berkshire Bank                                       | Boston                | MA    | 100             | 90              |             |
| Berkshire Hathaway                                   | Omaha                 | NE    | 0               | 0               | 5           |
| Berry Appleman & Leiden LLP                          | Richardson            | TX    | 30              | 30              |             |
| Berry Global, Inc.                                   | Evansville            | IN    | 30              | 5               | 320         |
| Best Buy Co. Inc.                                    | Richfield             | MN    | 100             | 100             | 100         |
| Beyond, Inc.                                         | Midvale               | UT    | 60              | 75              |             |
| Big Lots                                             | Columbus              | OH    | 85              | 85              |             |
| Biogen                                               | Cambridge             | MA    | 100             | 100             | 401         |
| BioMarin Pharmaceutical Inc.                         | San Rafael            | CA    | 100             | 100             |             |
| Bioventus Inc.                                       | Durham                | NC    | 60              | 50              |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                          |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| BizLink Technology, Inc.                 | Fremont               | CA    | 30              |                 |             |
| BJ's Wholesale Club                      | Marlborough           | MA    | 60              | 55              | 205         |
| Black & Veatch Holding Inc.              | Overland Park         | KS    | 90              | 90              |             |
| Black Knight Inc.                        | Jacksonville          | FL    | 55              | 55              |             |
| BlackLine, Inc.                          | Los Angeles           | CA    | 95              | 90              |             |
| BlackRock                                | New York              | NY    | 100             | 100             | 231         |
| Blackstone Inc.                          | New York              | NY    | 100             | 95              | 464         |
| Blank Rome LLP                           | Philadelphia          | PA    | 100             | 100             |             |
| Blend                                    | San Francisco         | CA    | 55              | 55              |             |
| Block, Inc.                              | San Francisco         | CA    | 55              | 55              | 186         |
| Bloomberg LP                             | New York              | NY    | 100             | 90              |             |
| Blue Cross & Blue Shield of Rhode Island | Providence            | RI    | 100             | 100             |             |
| Blue Cross and Blue Shield of Louisiana  | Baton Rouge           | LA    | 35              | 60              |             |
| Blue Cross Blue Shield Association       | Chicago               | IL    | 100             | 100             |             |
| Blue Cross Blue Shield of Florida Inc.   | Jacksonville          | FL    | 100             | 100             |             |
| Blue Cross Blue Shield of Massachusetts  | Boston                | MA    | 80              | 55              |             |
| Blue Cross Blue Shield of Michigan       | Detroit               | MI    | 80              | 80              |             |
| Blue Cross Blue Shield of Minnesota      | Eagan                 | MN    | 100             | 100             |             |
| Blue Cross Blue Shield of North Carolina | Durham                | NC    | 100             | 65              |             |
| Blue Cross Blue Shield Western New York  | Buffalo               | NY    | 100             |                 |             |
| Blue Shield of California                | San Francisco         | CA    | 70              | 70              |             |
| Blue Yonder, Inc.                        | Scottsdale            | AZ    | 65              | 50              |             |
| BlueCross BlueShield of Tennessee        | Chattanooga           | TN    | 30              | 55              |             |
| BMC Software Inc.                        | Houston               | TX    | 95              | 90              |             |
| BMO Financial Corp.                      | Chicago               | IL    | 100             | 95              |             |
| BNP Paribas                              | New York              | NY    | 100             | 90              |             |
| BNSF Railway Company                     | Fort Worth            | TX    | 100             | 100             |             |
| Bob Evans Farms Inc.                     | New Albany            | OH    | 25              | 25              |             |
| Boehringer Ingelheim USA Corp.           | Ridgefield            | CT    | 95              | 90              |             |
| Boeing Co.                               | Arlington             | VA    | 100             | 100             | 52          |
| Boies Schiller Flexner LLP               | New York              | NY    | 100             | 100             |             |
| Booking Holdings Inc.                    | Norwalk               | CT    | 95              | 90              | 190         |
| Books-A-Million Inc.                     | Birmingham            | AL    | 25              | 25              |             |
| Boomi                                    | Conshohocken          | PA    | 100             |                 |             |
| Booz Allen Hamilton Inc.                 | McLean                | VA    | 100             | 90              | 422         |
| BorgWarner Inc.                          | Auburn Hills          | MI    | 75              | 80              | 258         |
| The Boston Beer Company Inc              | Boston                | MA    | 55              | 70              |             |
| Boston Consulting Group                  | Boston                | MA    | 100             | 100             |             |
| Boston Scientific Corp.                  | Marlborough           | MA    | 100             | 100             | 300         |
| Box Inc.                                 | Redwood City          | CA    | 100             | 95              |             |
| BP America Inc.                          | Houston               | TX    | 95              | 95              |             |
| Bracewell LLP                            | Houston               | TX    | 70              | 85              |             |
| Bradley Arant Boult Cummings LLP         | Birmingham            | AL    | 60              | 60              |             |
| Braze, Inc.                              | New York              | NY    | 100             | 100             |             |
| Bread Financial Holdings, Inc.           | Columbus              | OH    | 100             | 85              |             |
| Bridge Investment Group Holdings LLC     | Sandy                 | UT    | 100             | 100             |             |
| Bridgestone Americas Holding Inc.        | Nashville             | TN    | 85              | 75              |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|--------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                            |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Bridgewater Associates LP                  | Westport              | CT    | 80              | 95              |             |
| Bright Horizons                            | Newton                | MA    | 80              | 70              |             |
| Brighthouse Financial, Inc.                | Charlotte             | NC    | 100             | 100             |             |
| BrightSpring Health Services, Inc.         | Louisville            | KY    | 0               |                 | 436         |
| Brinker International Inc.                 | Dallas                | TX    | 40              | 55              |             |
| Bristol Myers Squibb                       | New York              | NY    | 100             | 100             | 98          |
| Broadcom Inc.                              | Irvine                | CA    | 0               | 5               | 118         |
| Broadridge Financial Solutions Inc.        | Lake Success          | NY    | 100             | 100             |             |
| Brooks Running                             | Seattle               | WA    | 100             | 100             |             |
| Brown Advisory                             | Baltimore             | MD    | 85              | 100             |             |
| Brown and Caldwell                         | Walnut Creek          | CA    | 85              | 95              |             |
| Brown Brothers Harriman & Co.              | New York              | NY    | 85              | 90              |             |
| Brown Rudnick LLP                          | New York              | NY    | 100             | 100             |             |
| Brown-Forman Corp.*                        | Louisville            | KY    | 65              | 75              |             |
| Brownstein Hyatt Farber Schreck LLP        | Denver                | CO    | 100             | 80              |             |
| Bryan Cave Leighton Paisner LLP            | St. Louis             | MO    | 100             | 95              |             |
| Buchalter, a Professional Corporation      | Los Angeles           | CA    | 85              | 85              |             |
| Buchanan Ingersoll & Rooney PC             | Pittsburgh            | PA    | 95              | 85              |             |
| Builders FirstSource Inc.                  | Dallas                | TX    | 0               | 0               | 240         |
| Burlington Stores Inc.                     | Burlington            | NJ    | 85              | 60              | 404         |
| Burr & Forman LLP                          | Birmingham            | AL    | 50              | 50              |             |
| C&S Wholesale Grocers LLC                  | Keene                 | NH    | 100             | 100             |             |
| C. H. Robinson Worldwide                   | Eden Prairie          | MN    | 65              | 70              | 233         |
| Cadence Design Systems                     | San Jose              | CA    | 100             | 100             |             |
| Cadwalader, Wickersham & Taft LLP          | New York              | NY    | 100             | 100             |             |
| Caesars Entertainment Inc                  | Las Vegas             | NV    | 100             | 100             | 353         |
| Cahill Gordon & Reindel                    | New York              | NY    | 25              | 35              |             |
| Caleres                                    | St. Louis             | MO    | 100             | 100             |             |
| Cambia Health Solutions Inc.               | Portland              | OR    | 80              | 80              |             |
| Cambridge Associates LLC                   | Boston                | MA    | 100             | 100             |             |
| Cambridge Trust                            | Burlington            | MA    | 30              | 30              |             |
| Campbell Soup Company                      | Camden                | NJ    | 55              | 70              | 419         |
| CannonDesign                               | New York              | NY    | 100             | 95              |             |
| Capgemini America, INC                     | Chicago               | IL    | 100             | 100             |             |
| Capital Area Services Company, LLC (CASCI) | Charleston            | WV    | 55              | 55              |             |
| The Capital Group Companies Inc.           | Los Angeles           | CA    | 100             | 95              |             |
| The Capital Markets Company NV             | New York              | NY    | 100             | 100             |             |
| Capital One Financial Corp.                | McLean                | VA    | 100             | 100             | 91          |
| Capri Holdings Limited                     | New York              | NY    | 85              | 85              |             |
| Cardinal Health Inc.                       | Dublin                | OH    | 100             | 100             | 14          |
| CareFirst Inc.                             | Baltimore             | MD    | 100             | 100             |             |
| CareSource                                 | Dayton                | OH    | 100             | 100             |             |
| Cargill Inc.                               | Wayzata               | MN    | 100             | 100             |             |
| Cargo Transporters Inc.                    | Claremont             | NC    | 100             | 100             |             |
| CarGurus, Inc.                             | Cambridge             | MA    | 100             | 100             |             |
| Caribou Coffee Company Inc.                | Minneapolis           | MN    | 60              | 60              |             |
| Carlson Inc.                               | Minnetonka            | MN    | 100             | 100             |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                          |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Carlton Fields P.A.                      | Tampa                 | FL    | 60              | 60              |             |
| The Carlyle Group LP                     | Washington            | DC    | 100             | 100             |             |
| CarMax Inc.                              | Richmond              | VA    | 90              | 75              | 141         |
| Carnival Corp.                           | Miami                 | FL    | 100             | 100             |             |
| Carrier Global Corporation               | Palm Beach Gardens    | FL    | 100             | 100             | 184         |
| Carvana                                  | Tempe                 | AZ    | 5               | 5               | 377         |
| Casey's General Stores Inc.              | Ankeny                | IA    | 0               | 0               | 274         |
| Catalent Pharma Solutions                | Somerset              | NJ    | 80              | 90              |             |
| Catamorphic Inc. DBA LaunchDarkly        | Oakland               | CA    | 85              | 85              |             |
| Caterpillar Inc.*                        | Deerfield             | IL    | 5               | 40              | 59          |
| Cboe Global Markets                      | Chicago               | IL    | 55              |                 |             |
| CBRE Inc.                                | Dallas                | TX    | 100             | 100             | 138         |
| CDW Corp.                                | Vernon Hills          | IL    | 75              | 85              | 189         |
| Celanese Corp.                           | Irving                | TX    | 100             | 95              | 369         |
| Cencora Inc.                             | Conshohocken          | PA    | 100             | 100             | 10          |
| Cengage Learning Inc.                    | Mason                 | OH    | 100             | 95              |             |
| Centene Corp.                            | St. Louis             | MO    | 100             | 100             | 22          |
| CenterPoint Energy Inc.                  | Houston               | TX    | 30              | 30              | 441         |
| Cetera Financial Group                   | El Segundo            | CA    | 65              | 65              |             |
| CGI                                      | Fairfax               | VA    | 100             | 100             |             |
| Chapman and Cutler LLP                   | Chicago               | IL    | 100             | 100             |             |
| Charles River Laboratories International | Wilmington            | MA    | 85              | 80              |             |
| Charles Schwab & Co. Inc.                | Westlake              | TX    | 100             | 100             | 160         |
| The Charles Stark Draper Laboratory      | Cambridge             | MA    | 65              | 60              |             |
| Charter Communications                   | Stamford              | CT    | 90              | 80              | 76          |
| Checkr, Inc                              | San Francisco         | CA    | 80              | 95              |             |
| Chemonics International Inc              | Washington            | DC    | 100             | 90              |             |
| The Chemours Company                     | Wilmington            | DE    | 85              | 60              |             |
| Cheniere Energy, Inc.                    | Houston               | TX    | 5               | 5               | 200         |
| Chesapeake Energy                        | Oklahoma City         | OK    | 50              | 50              | 440         |
| Chevron Corp.                            | San Ramon             | CA    | 100             | 100             | 15          |
| Chevron Phillips Chemical                | The Woodlands         | TX    | 80              | 75              |             |
| Chewy, Inc.                              | Dania Beach           | FL    | 5               | 5               | 362         |
| CHG Healthcare Inc.                      | Midvale               | UT    | 90              | 75              |             |
| Chico's FAS Inc.                         | Fort Myers            | FL    | 35              | 35              |             |
| Chipotle Mexican Grill Inc.              | Newport Beach         | CA    | 100             | 100             | 399         |
| Choate, Hall & Stewart LLP               | Boston                | MA    | 100             | 100             |             |
| Chobani                                  | New Berlin            | NY    | 100             | 100             |             |
| Choice Hotels International Inc.         | North Bethesda        | MD    | 100             | 90              |             |
| CHS Inc.                                 | Inver Grove Heights   | MN    | 5               | 5               | 97          |
| Chubb Ltd.                               | Philadelphia          | PA    | 95              | 95              |             |
| CIBC Bank USA                            | Chicago               | IL    | 90              | 90              |             |
| The Cigna Group                          | Bloomfield            | CT    | 100             | 100             | 16          |
| Cimpress USA                             | Waltham               | MA    | 95              | 90              |             |
| Cincinnati Financial Corp.               | Fairfield             | OH    | 5               | 5               | 393         |
| Cintas Corp.                             | Cincinnati            | OH    | 40              | 40              | 437         |
| Circana                                  | Chicago               | IL    | 100             | 100             |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|----------------------------------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                                                      |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Circle Internet Financial LLC                                        | Boston                | MA    | 100             |                 |             |
| Cisco Systems Inc.                                                   | San Jose              | CA    | 100             | 95              | 74          |
| Cision                                                               | Chicago               | IL    | 50              | 50              |             |
| Citigroup Inc.                                                       | New York              | NY    | 100             | 100             | 21          |
| Citizens Financial Group                                             | Providence            | RI    | 100             | 100             | 337         |
| CKE Restaurants Inc.                                                 | Franklin              | TN    | 45              | 45              |             |
| Claire's Stores Inc.                                                 | Pembroke Pines        | FL    | 85              | 100             |             |
| Clarivate, Plc                                                       | Chandler              | AZ    | 80              | 80              |             |
| Cleary Gottlieb Steen & Hamilton LLP                                 | New York              | NY    | 100             | 100             |             |
| Cleveland-Cliffs Inc.                                                | Cleveland             | OH    | 5               | 5               | 185         |
| Clifford Chance US LLP                                               | New York              | NY    | 30              | 55              |             |
| The Clorox Co.                                                       | Oakland               | CA    | 100             | 85              | 485         |
| Cloud Software Group                                                 | Fort Lauderdale       | FL    | 90              |                 |             |
| Cloudera Inc.                                                        | Santa Clara           | CA    | 85              | 40              |             |
| Cloudflare Inc                                                       | San Francisco         | CA    | 85              | 80              |             |
| CME Group Inc.                                                       | Chicago               | IL    | 100             | 100             |             |
| CNA Financial Corporation                                            | Chicago               | IL    | 100             | 100             |             |
| CNO Financial Group Inc.                                             | Carmel                | IN    | 85              | 100             |             |
| CoBank                                                               | Greenwood Village     | CO    | 85              | 85              |             |
| The Coca-Cola Co.                                                    | Atlanta               | GA    | 100             | 100             | 95          |
| Code42 Software Inc.                                                 | Minneapolis           | MN    | 45              | 50              |             |
| Cognizant Technology Solutions Corp.                                 | Teaneck               | NJ    | 100             | 100             | 213         |
| CohnReznick LLP                                                      | New York              | NY    | 100             | 100             |             |
| Coinbase Inc.                                                        | San Francisco         | CA    | 70              | 70              |             |
| Colgate-Palmolive Co.                                                | New York              | NY    | 100             | 100             | 207         |
| Collaborative Solutions, LLC                                         | Reston                | VA    | 20              | 45              |             |
| Colliers International Holdings (USA) Inc.                           | Seattle               | WA    | 100             | 100             |             |
| Coloplast US                                                         | Minneapolis           | MN    | 35              | 65              |             |
| Columbia Sportswear Company                                          | Portland              | OR    | 95              | 80              |             |
| Comcast NBCUniversal                                                 | Philadelphia          | PA    | 100             | 100             | 33          |
| Comerica Inc.                                                        | Dallas                | TX    | 100             | 100             |             |
| Commerce Bank                                                        | Kansas City           | MO    | 90              | 90              |             |
| Commercial Metals                                                    | Irving                | TX    | 5               | 5               | 438         |
| Commonwealth Care Alliance                                           | Boston                | MA    | 100             |                 |             |
| Commonwealth Equity Services, LLC dba Commonwealth Financial Network | Waltham               | MA    | 100             | 95              |             |
| Community Care Behavioral Health Organization                        | Pittsburgh            | PA    | 100             | 100             |             |
| Community Health Systems, Inc.                                       | Franklin              | TN    | 5               | 5               | 330         |
| Conagra Brands Inc.                                                  | Chicago               | IL    | 80              | 80              | 336         |
| Concentrix                                                           | Fremont               | CA    | 5               |                 | 499         |
| Conduent Incorporated                                                | Florham Park          | NJ    | 100             | 95              |             |
| ConocoPhillips                                                       | Houston               | TX    | 90              | 90              | 68          |
| Consolidated Edison, Inc.                                            | New York              | NY    | 35              | 50              | 289         |
| Constellation Brands Inc.                                            | Rochester             | NY    | 95              | 95              | 415         |
| Constellation Energy Corporation                                     | Baltimore             | MD    | 100             | 85              |             |
| Constellation Energy Group Inc.                                      | Baltimore             | MD    | 5               |                 | 165         |
| Consumers Energy                                                     | Jackson               | MI    | 50              | 50              | 478         |
| Continental Resources                                                | Oklahoma City         | OK    | 5               |                 | 439         |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|---------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                       |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Convergys Corp.                       | Cincinnati            | OH    | 30              | 40              |             |
| Cooley LLP                            | Palo Alto             | CA    | 100             | 100             |             |
| CooperCompanies                       | San Ramon             | CA    | 100             | 100             |             |
| CoreLogic                             | Irvine                | CA    | 75              | 80              |             |
| Core-Mark Holding Company Inc.        | Westlake              | TX    | 15              | 25              |             |
| Cornerstone OnDemand Inc.             | Santa Monica          | CA    | 90              | 45              |             |
| Cornerstone Research                  | San Francisco         | CA    | 100             | 100             |             |
| Corning                               | Corning               | NY    | 100             | 100             | 323         |
| Corpay                                | Atlanta               | GA    | 70              | 65              |             |
| Corteva Agriscience                   | Indianapolis          | IN    | 95              | 95              | 238         |
| The Cosmopolitan of Las Vegas         | Las Vegas             | NV    | 55              | 55              |             |
| Costco Wholesale Corp.                | Issaquah              | WA    | 25              | 20              | 11          |
| Coty Inc.                             | New York              | NY    | 100             | 100             |             |
| Coupang, Inc.                         | Seattle               | WA    | 5               |                 | 168         |
| Covestro LLC                          | Pittsburgh            | PA    | 80              |                 |             |
| Covington & Burling LLP               | Washington            | DC    | 100             | 100             |             |
| Cox Enterprises Inc.                  | Atlanta               | GA    | 100             | 100             |             |
| Cozen O'Connor                        | Philadelphia          | PA    | 100             | 75              |             |
| Cracker Barrel Old Country Store Inc. | Lebanon               | TN    | 30              | 30              |             |
| Crate and Barrel / CB2                | Northbrook            | IL    | 50              | 50              |             |
| Cravath, Swaine & Moore LLP           | New York              | NY    | 75              | 75              |             |
| Creative Artists Agency LLC           | Los Angeles           | CA    | 100             | 100             |             |
| Criteo                                | New York              | NY    | 70              | 70              |             |
| CrowdStrike Inc.                      | Austin                | TX    | 100             | 100             |             |
| Crowe LLP                             | Chicago               | IL    | 100             | 95              |             |
| Crowell & Moring LLP                  | Washington            | DC    | 100             | 100             |             |
| Crowley Corporation                   | Jacksonville          | FL    | 90              | 80              |             |
| Crown Holdings                        | Philadelphia          | PA    | 5               | 5               | 344         |
| Cruise                                | San Francisco         | CA    | 100             | 100             |             |
| Crum & Forster                        | Morristown            | NJ    | 85              | 85              |             |
| CSAA Insurance Group                  | Walnut Creek          | CA    | 100             | 100             |             |
| CSG International                     | Englewood             | CO    | 95              | 70              |             |
| CSX Corp.                             | Jacksonville          | FL    | 80              | 70              | 290         |
| Cubic Corporation                     | San Diego             | CA    | 55              | 55              |             |
| Cue Health                            | San Diego             | CA    | 85              | 100             |             |
| Cummins Inc.                          | Columbus              | IN    | 100             | 100             | 129         |
| Cushman & Wakefield                   | Chicago               | IL    | 100             | 100             |             |
| CVS Health Corp.                      | Woonsocket            | RI    | 100             | 100             | 6           |
| Daimler Trucks North America LLC      | Portland              | OR    | 70              | 50              |             |
| Dana Inc.                             | Maumee                | OH    | 80              | 80              | 379         |
| Danaher Corp.                         | Washington            | DC    | 90              | 95              | 153         |
| Daniel J. Edelman Inc.                | New York              | NY    | 100             | 100             |             |
| Danone North America                  | White Plains          | NY    | 100             | 100             |             |
| Darden Restaurants Inc.               | Orlando               | FL    | 100             | 100             | 383         |
| Dataminr                              | New York              | NY    | 75              | 90              |             |
| Davis Polk & Wardwell LLP             | New York              | NY    | 100             | 60              |             |
| Davis Wright Tremaine LLP             | Seattle               | WA    | 95              | 95              |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|---------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                       |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| DaVita Inc.                           | Denver                | CO    | 95              | 60              | 341         |
| Day & Zimmermann LLC                  | Philadelphia          | PA    | 85              | 85              |             |
| Day Pitney LLP                        | Parsippany            | NJ    | 100             | 85              |             |
| Dayforce                              | Bloomington           | MN    | 100             | 90              |             |
| Dealer Tire, LLC                      | Cleveland             | OH    | 30              |                 |             |
| Debevoise & Plimpton LLP              | New York              | NY    | 100             | 100             |             |
| Dechert LLP                           | Philadelphia          | PA    | 100             | 100             |             |
| Deere & Co.                           | Moline                | IL    | 95              | 70              | 64          |
| Del Monte Foods, Inc.                 | Walnut Creek          | CA    | 100             | 100             |             |
| Delek US Holdings                     | Brentwood             | TN    | 25              | 20              | 244         |
| Dell Technologies Inc.                | Round Rock            | TX    | 100             | 100             | 48          |
| Deloitte LLP                          | New York              | NY    | 100             | 100             |             |
| Delta Air Lines Inc.                  | Atlanta               | GA    | 25              | 35              | 70          |
| Deluxe Corp.                          | Minneapolis           | MN    | 100             | 100             |             |
| Denny's Corp.                         | Spartanburg           | SC    | 90              | 85              |             |
| Dentons US LLP                        | Washington            | DC    | 95              | 100             |             |
| dentsu international                  | New York              | NY    | 100             | 95              |             |
| The Depository Trust & Clearing Corp. | Jersey City           | NJ    | 100             | 100             |             |
| Designer Brands                       | Columbus              | OH    | 100             | 100             |             |
| Deutsche Bank                         | New York              | NY    | 100             | 90              |             |
| Devon Energy Corp.                    | Oklahoma City         | OK    | 80              | 80              | 271         |
| Diageo North America                  | new york              | NY    | 100             | 100             |             |
| Diamondback Energy                    | Midland               | TX    | 5               | 0               | 449         |
| Dickinson Wright PLLC                 | Troy                  | MI    | 100             | 100             |             |
| Dick's Sporting Goods, Inc.           | Coraopolis            | PA    | 100             | 100             | 313         |
| Diebold Nixdorf, Incorporated         | North Canton          | OH    | 85              | 75              |             |
| Digitas                               | Boston                | MA    | 80              | 65              |             |
| Dinsmore & Shohl LLP                  | Cincinnati            | OH    | 85              | 85              |             |
| Direct Energy                         | Houston               | TX    | 55              | 70              |             |
| Discover Financial Services           | Riverwoods            | IL    | 100             | 100             | 194         |
| DISH Network Corp.                    | Englewood             | CO    | 90              | 70              |             |
| DLA Piper                             | Baltimore             | MD    | 40              | 65              |             |
| Dollar General Corp.                  | Goodlettsville        | TN    | 80              | 80              | 111         |
| Dollar Tree, Inc.                     | Chesapeake            | VA    | 100             | 85              | 143         |
| Dominion Energy                       | Richmond              | VA    | 95              | 95              | 230         |
| Domino's Pizza Inc.                   | Ann Arbor             | MI    | 100             | 100             |             |
| DoorDash, Inc.                        | San Francisco         | CA    | 100             | 100             | 443         |
| Dorsey & Whitney LLP                  | Minneapolis           | MN    | 100             | 100             |             |
| Dover Corp.                           | Downers Grove         | IL    | 5               | 5               | 448         |
| Dow                                   | Midland               | MI    | 100             | 100             | 99          |
| Doximity, Inc.                        | San Francisco         | CA    | 100             | 100             |             |
| DR Horton Inc.                        | Arlington             | TX    | 5               | 5               | 120         |
| Dropbox Inc.                          | San Francisco         | CA    | 100             | 100             |             |
| DTE Energy Co.                        | Detroit               | MI    | 20              | 20              | 318         |
| Duane Morris LLP                      | Philadelphia          | PA    | 95              | 95              |             |
| Duke Energy Corp.                     | Charlotte             | NC    | 100             | 100             | 148         |
| The Dun & Bradstreet Corp.            | Jacksonville          | FL    | 100             | 100             |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|---------------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                                   |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Dupont de Nemours, Inc.                           | Wilmington            | DE    | 100             | 100             | 327         |
| DWS Investment MGT Americas Inc                   | New York              | NY    | 100             | 95              |             |
| DXC Technology                                    | Tysons                | VA    | 90              | 90              | 294         |
| Dykema Gossett PLLC                               | Detroit               | MI    | 85              | 85              |             |
| Dynata, LLC                                       | Shelton               | CT    | 30              |                 |             |
| E&J Gallo Winery                                  | Modesto               | CA    | 100             | 85              |             |
| EAB                                               | Washington            | DC    | 100             | 90              |             |
| Eastern Bank Corporation/Eastern Bankshares, Inc. | Boston                | MA    | 100             | 100             |             |
| Eastman Chemical Co.                              | Kingsport             | TN    | 100             | 100             | 426         |
| Eastman Kodak Co.                                 | Rochester             | NY    | 100             | 100             |             |
| Eaton Corp.                                       | Cleveland             | OH    | 100             | 100             |             |
| eBay Inc.                                         | San Jose              | CA    | 100             | 100             | 390         |
| EchoStar Corp.                                    | Englewood             | CO    | 5               |                 | 242         |
| Ecolab Inc.                                       | St. Paul              | MN    | 100             | 100             | 269         |
| Edelman Financial Engines, LLC                    | Boston                | MA    | 95              | 90              |             |
| Edison International                              | Rosemead              | CA    | 85              | 90              | 250         |
| Edward Jones                                      | Des Peres             | MO    | 100             | 100             | 303         |
| Egon Zehnder International Inc.                   | New York              | NY    | 100             | 100             |             |
| Elanco Animal Health Incorporated                 | Greenfield            | IN    | 95              |                 |             |
| Electronic Arts Inc.                              | Redwood City          | CA    | 100             | 100             | 482         |
| Elevance Health                                   | Indianapolis          | IN    | 95              | 75              | 20          |
| Eli Lilly & Co.                                   | Indianapolis          | IN    | 95              | 100             | 127         |
| Ellucian Company L.P.                             | Reston                | VA    | 85              |                 |             |
| EMCOR Group Inc.                                  | Norwalk               | CT    | 5               | 5               | 324         |
| EMD Serono, MilliporeSigma and EMD Electronics    | Burlington            | MA    | 100             | 100             |             |
| Emerson Electric Co.                              | St. Louis             | MO    | 90              | 70              | 224         |
| Emmis Communications Corporation                  | Indianapolis          | IN    | 20              | 20              |             |
| Employ Inc.                                       | Waltham               | MA    | 40              |                 |             |
| Empower                                           | Greenwood Village     | CO    | 100             | 100             |             |
| Enbridge                                          | Houston               | TX    | 100             | 95              |             |
| Encova Insurance                                  | Columbus              | OH    | 30              | 30              |             |
| Energy Transfer Equity L.P.                       | Dallas                | TX    | 5               | 5               | 51          |
| Engie Impact                                      | New York              | NY    | 100             | 85              |             |
| ENGIE North America                               | Houston               | TX    | 95              | 90              |             |
| Entergy Corp.                                     | New Orleans           | LA    | 70              | 70              | 339         |
| Enterprise Community Partners                     | Columbia              | MD    | 55              | 80              |             |
| Enterprise Mobility                               | St. Louis             | MO    | 100             | 70              |             |
| Enterprise Products Partners LP                   | Houston               | TX    | 0               | 0               | 90          |
| EOG Resources                                     | Houston               | TX    | 5               | 5               | 169         |
| Epic Systems Corporation                          | Verona                | WI    | 100             | 100             |             |
| Epsilon Data Management LLC                       | Irving                | TX    | 20              | 50              |             |
| Epstein Becker & Green PC                         | New York              | NY    | 95              | 85              |             |
| EQT Corporation                                   | Pittsburgh            | PA    | 60              | 60              |             |
| Equifax Inc.                                      | Atlanta               | GA    | 85              | 70              |             |
| Equinix                                           | Redwood City          | CA    | 100             | 100             | 456         |
| Equitable                                         | New York              | NY    | 100             | 95              | 381         |
| Ericsson Inc                                      | Plano                 | TX    | 85              | 100             |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|----------------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                                    |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Erie Insurance Group                               | Erie                  | PA    | 85              | 75              | 376         |
| Ernst & Young LLP                                  | New York              | NY    | 100             | 100             |             |
| Essendant                                          | Deerfield             | IL    | 70              | 65              |             |
| Essential Utilities, Inc.                          | Bryn Mawr             | PA    | 75              | 40              |             |
| The Estée Lauder Companies Inc.                    | New York              | NY    | 100             | 100             | 259         |
| Esurance Inc.                                      | San Francisco         | CA    | 30              | 30              |             |
| Ethan Allen Global Inc.                            | Danbury               | CT    | 65              | 45              |             |
| Etsy Inc.                                          | Brooklyn              | NY    | 100             | 100             |             |
| Eurofins                                           | Lancaster             | PA    | 40              | 50              |             |
| Everbridge, Inc.                                   | Burlington            | MA    | 80              | 75              |             |
| Eversheds Sutherland (US) LLP                      | Atlanta               | GA    | 100             | 100             |             |
| Eversource Energy                                  | Springfield           | MA    | 45              | 45              | 348         |
| Evertec Group, LLC                                 | San Juan              | PR    | 15              | 10              |             |
| Evolent Health Inc.                                | Arlington             | VA    | 100             | 85              |             |
| Excellus Health Plan Inc.                          | Rochester             | NY    | 85              | 85              |             |
| Exelon Corp.                                       | Chicago               | IL    | 100             | 85              | 187         |
| Exos                                               | Phoenix               | AZ    | 80              | 30              |             |
| Expedia Group                                      | Seattle               | WA    | 100             | 90              | 315         |
| Expeditors International of Washington Inc.        | Seattle               | WA    | 5               | 5               | 420         |
| Experian North America                             | Costa Mesa            | CA    | 100             | 100             |             |
| Extreme Networks                                   | Morrisville           | NC    | 100             | 90              |             |
| Exxon Mobil Corp.                                  | Spring                | TX    | 75              | 70              | 7           |
| F5 Networks Inc.                                   | Seattle               | WA    | 90              | 45              |             |
| Factor Systems, LLC dba Billtrust                  | Hamilton              | NJ    | 100             | 100             |             |
| Factory Mutual Insurance Co.                       | Johnston              | RI    | 0               | 0               | 418         |
| FactSet Research Systems Inc.                      | Norwalk               | CT    | 100             | 95              |             |
| Faegre Drinker Biddle & Reath LLP                  | Wilmington            | DE    | 100             | 95              |             |
| Farmers Insurance Group                            | Woodland Hills        | CA    | 100             | 100             | 273         |
| Fastenal Company                                   | Winona                | MN    | 5               |                 | 488         |
| Fastly, Inc.                                       | San Francisco         | CA    | 70              |                 |             |
| Federal Home Loan Mortgage Corp. (Freddie Mac)     | McLean                | VA    | 100             | 100             | 36          |
| Federal National Mortgage Association (Fannie Mae) | Washington            | DC    | 100             | 100             | 27          |
| Federal Reserve Bank of Atlanta                    | Atlanta               | GA    | 100             | 100             |             |
| Federal Reserve Bank of Boston                     | Boston                | MA    | 100             | 95              |             |
| 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             | 100             |             |
| Federal Reserve Bank of Kansas City                | Kansas City           | MO    | 100             | 95              |             |
| 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    | 55              | 55              |             |
| Federal Reserve Bank of St Louis                   | Saint Louis           | MO    | 100             | 100             |             |
| FedEx Corp.                                        | Memphis               | TN    | 85              | 70              | 46          |
| Fenwick & West LLP                                 | Mountain View         | CA    | 100             | 100             |             |
| Ferguson Enterprises                               | Newport News          | VA    | 100             | 80              |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|----------------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                                    |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Fermi National Accelerator Laboratory              | Batavia               | IL    | 65              | 60              |             |
| Ferrara Candy Company                              | Chicago               | IL    | 100             | 85              |             |
| Fidelity Investments                               | Boston                | MA    | 100             | 100             |             |
| Fidelity National Financial Corp.                  | Jacksonville          | FL    | 5               | 5               | 351         |
| Fidelity National Information Services Inc.        | Jacksonville          | FL    | 100             | 100             | 288         |
| Fifth Third Bancorp                                | Cincinnati            | OH    | 100             | 100             | 321         |
| Financial Industry Regulatory Authority Inc.       | Washington            | DC    | 95              | 90              |             |
| Finnegan, Henderson, Farabow, Garrett & Dunner LLP | Washington            | DC    | 60              | 60              |             |
| Firmenich Inc.                                     | Plainsboro            | NJ    | 45              | 45              |             |
| First American Financial Corp.                     | Santa Ana             | CA    | 100             | 100             |             |
| First Citizens BancShares, Inc.                    | Raleigh               | NC    | 5               |                 | 182         |
| First Horizon Corporation                          | Memphis               | TN    | 25              | 35              |             |
| FirstEnergy Corp.                                  | Akron                 | OH    | 55              | 55              | 331         |
| Firstsource Group USA, Inc.                        | Louisville            | KY    | 35              | 35              |             |
| Fiserv Inc.                                        | Milwaukee             | WI    | 100             | 95              | 215         |
| Fish & Richardson PC                               | Boston                | MA    | 100             | 95              |             |
| Fisher & Phillips LLP                              | Atlanta               | GA    | 100             | 100             |             |
| Fitch Group Inc                                    | New York              | NY    | 100             | 100             |             |
| Flagstar Bancorp Inc.                              | Troy                  | MI    | 30              | 30              |             |
| Fleishman-Hillard Inc.                             | St. Louis             | MO    | 100             | 90              |             |
| Fluor Corp.                                        | Irving                | TX    | 40              | 55              | 265         |
| FMC Corp.                                          | Philadelphia          | PA    | 85              | 100             |             |
| 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              | 95              | 458         |
| Ford Motor Co.*                                    | Dearborn              | MI    | 75              | 75              | 17          |
| Fortive Corp.                                      | Everett               | WA    | 100             | 100             |             |
| Fortune Brands Home & Security Inc.                | Deerfield             | IL    | 45              | 0               |             |
| Fossil Group Inc.                                  | Richardson            | TX    | 95              | 90              |             |
| Fox Corporation                                    | New York              | NY    | 95              | 90              | 277         |
| Fox Rothschild LLP                                 | Philadelphia          | PA    | 95              | 95              |             |
| Franklin Templeton Investments                     | San Mateo             | CA    | 100             | 90              | 468         |
| Fredrikson & Byron                                 | Minneapolis           | MN    | 100             | 100             |             |
| Freeport-McMoRan Copper & Gold Inc.                | Phoenix               | AZ    | 5               | 0               | 178         |
| Fresenius Kabi Usa, LLC                            | Lake Zurich           | IL    | 65              |                 |             |
| Fresenius Medical Care AG                          | Waltham               | MA    | 100             | 80              |             |
| Fried, Frank, Harris, Shriver & Jacobson LLP       | New York              | NY    | 100             | 100             |             |
| Frontier Communications                            | Norwalk               | CT    | 80              | 5               |             |
| Frost Brown Todd LLP                               | Cincinnati            | OH    | 100             | 100             |             |
| Fujitsu America, Inc.                              | Richardson            | TX    | 100             | 100             |             |
| Gainwell Technologies                              | Irving                | TX    | 60              |                 |             |
| Galloway, Johnson, Tompkins, Burr & Smith PLC      | New Orleans           | LA    | 90              | 90              |             |
| GameStop Corp.                                     | Grapevine             | TX    | 60              | 60              |             |
| Gannett Co. Inc.                                   | New York              | NY    | 100             | 100             |             |
| Gap Inc.                                           | San Francisco         | CA    | 80              | 95              | 278         |
| Gartner Inc.                                       | Stamford              | CT    | 100             | 100             |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|-----------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                               |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Gastronomy Inc.                               | Salt Lake City        | UT    | 15              | 15              |             |
| GE Aerospace                                  | Evendale              | OH    | 85              | 85              |             |
| GE Appliances                                 | Louisville            | KY    | 100             | 100             |             |
| GE Healthcare Technologies Inc.               | Chicago               | IL    | 85              | 85              | 206         |
| GE Vernova                                    | Cambridge             | MA    | 85              | 85              | 56          |
| Gen Digital Inc.                              | Tempe                 | AZ    | 100             | 65              |             |
| Genentech Inc.                                | South San Francisco   | CA    | 100             | 100             |             |
| General Dynamics Corp.                        | Falls Church          | VA    | 25              | 25              | 104         |
| General Mills Inc.                            | Minneapolis           | MN    | 100             | 100             | 203         |
| General Motors Co.                            | Detroit               | MI    | 100             | 100             | 19          |
| Genesco Inc.                                  | Nashville             | TN    | 100             | 100             |             |
| Gensler                                       | San Francisco         | CA    | 100             |                 |             |
| Genuine Parts Co.                             | Atlanta               | GA    | 8               | 5               | 175         |
| Genworth Financial Inc.                       | Glen Allen            | VA    | 80              | 80              | 477         |
| Gerson Lehrman Group Inc                      | New York              | NY    | 100             | 100             |             |
| Ghirardelli Chocolate Company                 | San Leandro           | CA    | 100             | 90              |             |
| The GIANT Company                             | Carlisle              | PA    | 95              | 100             |             |
| Giant Eagle Inc.                              | Cranberry Township    | PA    | 100             | 100             |             |
| Giant of Maryland LLC                         | Landover              | MD    | 100             | 100             |             |
| Gibson, Dunn & Crutcher LLP                   | Los Angeles           | CA    | 100             | 95              |             |
| Gilbane Building Company                      | Providence            | RI    | 100             | 100             |             |
| Gilead Sciences Inc.                          | Foster City           | CA    | 100             | 100             | 154         |
| Gitlab Inc.                                   | San Francisco         | CA    | 90              |                 |             |
| GlassBridge Enterprises, Inc.                 | Oakdale               | MN    | 15              | 15              |             |
| The Global Atlantic Financial Group LLC       | New York              | NY    | 90              | 45              |             |
| Global Partners                               | Waltham               | MA    | 8               | 5               | 247         |
| Global Payments Inc.                          | Atlanta               | GA    | 100             | 100             | 410         |
| GlobalFoundries US Inc.                       | Malta                 | NY    | 100             | 100             |             |
| GODADDY Inc.                                  | Tempe                 | AZ    | 100             | 85              |             |
| The Goldman Sachs Group Inc.                  | New York              | NY    | 100             | 100             | 35          |
| Goodwin Procter LLP                           | Boston                | MA    | 100             | 100             |             |
| The Goodyear Tire & Rubber Company            | Akron                 | OH    | 75              | 75              | 204         |
| Google Inc.                                   | Mountain View         | CA    | 100             | 100             | 8           |
| Gordon Rees Scully Mansukhani, LLP            | San Francisco         | CA    | 100             | 100             |             |
| Goto Group, Inc.                              | Boston                | MA    | 100             | 95              |             |
| Goulston & Storrs PC                          | Boston                | MA    | 100             | 100             |             |
| Government Employees Health Association, Inc. | Lee's Summit          | MO    | 100             | 100             |             |
| Grant Thornton LLP                            | Chicago               | IL    | 100             | 100             |             |
| Grantham, Mayo, Van Otterloo & Co. (GMO) LLC  | Boston                | MA    | 100             | 100             |             |
| Graphic Packaging International, LLC          | Atlanta               | GA    | 8               | 5               | 416         |
| Graybar Electric Company Inc.                 | St. Louis             | MO    | 8               | 5               | 367         |
| Great River Energy                            | Maple Grove           | MN    | 100             | 100             |             |
| Greenberg Traurig LLP                         | New York              | NY    | 100             | 100             |             |
| GreenPath Inc.                                | Farmington Hills      | MI    | 45              | 45              |             |
| Griffith Foods Group Inc.                     | Alsip                 | IL    | 85              | 55              |             |
| Group 1 Automotive                            | Houston               | TX    | 5               |                 | 229         |
| Groupon Inc.                                  | Chicago               | IL    | 70              | 70              |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|--------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                            |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| GSK plc.                                   | Durham                | NC    | 90              | 85              | 252         |
| The Guardian Life Insurance Co. of America | New York              | NY    | 100             | 100             |             |
| Guess? Inc.                                | Los Angeles           | CA    | 100             | 80              |             |
| Guidehouse                                 | McLean                | VA    | 100             | 50              |             |
| Guild Education, Inc.                      | Denver                | CO    | 95              | 95              | 402         |
| Gusto, Inc.                                | San Francisco         | CA    | 70              | 70              |             |
| GXO Logistics                              | Greenwich             | CT    | 8               | 5               |             |
| H&R Block Inc.                             | Kansas City           | MO    | 100             | 100             |             |
| Hachette Book Group                        | New York              | NY    | 90              | 85              | 177         |
| The Hain Celestial Group Inc.              | Lake Success          | NY    | 30              | 40              |             |
| Haleon US LP                               | Warren                | NJ    | 95              |                 |             |
| Halliburton Co.                            | Houston               | TX    | 5               | 5               |             |
| Hallmark Cards Inc.                        | Kansas City           | MO    | 90              | 85              | 166         |
| Hanesbrands Inc.                           | Winston-Salem         | NC    | 80              | 60              |             |
| Hannaford Supermarkets                     | Scarborough           | ME    | 100             | 100             |             |
| The Hanover Insurance Group Inc.           | Worcester             | MA    | 100             | 100             |             |
| Harley-Davidson Inc.*                      | Milwaukee             | WI    | 10              | 20              | 61          |
| The Hartford Financial Services Group Inc. | Hartford              | CT    | 100             | 100             |             |
| Hasbro Inc.                                | Pawtucket             | RI    | 70              | 70              |             |
| Hawaiian Airlines Inc.                     | Honolulu              | HI    | 70              | 75              |             |
| Haynes and Boone LLP                       | Dallas                | TX    | 70              | 85              | 333         |
| HCA Healthcare Inc.                        | Nashville             | TN    | 80              | 85              |             |
| HCL Technologies Ltd.                      | Sunnyvale             | CA    | 60              | 60              |             |
| Health Catalyst                            | South Jordan          | UT    | 70              | 70              |             |
| Health Care Service Corp.                  | Chicago               | IL    | 100             | 100             | 361         |
| HealthEquity, Inc.                         | Draper                | UT    | 65              | 80              |             |
| The Hearst Corp.                           | New York              | NY    | 100             | 95              |             |
| Henkel Corporation                         | Rocky Hill            | CT    | 100             | 90              |             |
| Henry Schein Inc.                          | Melville              | NY    | 100             | 100             | 417         |
| Heraeus Incorporated and US Affiliates     | Yardley               | PA    | 70              |                 |             |
| HERE North America LLC                     | Chicago               | IL    | 55              | 55              |             |
| Herrick Feinstein LLP                      | New York              | NY    | 60              | 60              |             |
| The Hershey Co.                            | Hershey               | PA    | 100             | 100             | 378         |
| Hertz Global Holdings Inc.                 | Esterio               | FL    | 75              | 90              |             |
| Hess Corp.                                 | New York              | NY    | 100             | 90              |             |
| Hewlett Packard Enterprise Co.             | Spring                | TX    | 100             | 100             |             |
| HF Sinclair Corporation                    | Dallas                | TX    | 8               |                 | 137         |
| 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    | 65              | 65              | 389         |
| HILTON                                     | McLean                | VA    | 100             | 100             |             |
| Hinshaw & Culbertson LLP                   | Chicago               | IL    | 100             | 100             |             |
| Hitachi Vantara                            | Santa Clara           | CA    | 100             | 95              |             |
| HKS INC.                                   | Dallas                | TX    | 100             | 100             | 100         |
| Hogan Lovells US LLP                       | Washington            | DC    | 100             | 100             |             |
| Holland & Hart LLP                         | Denver                | CO    | 100             | 100             |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|----------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                              |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Holland & Knight LLP                         | Tampa                 | FL    | 100             | 100             |             |
| The Home Depot Inc.                          | Atlanta               | GA    | 45              | 45              | 23          |
| Honeywell International Inc.                 | Charlotte             | NC    | 100             | 100             | 114         |
| Horizon Blue Cross Blue Shield of New Jersey | Newark                | NJ    | 100             | 90              |             |
| Horizon Media Inc.                           | New York              | NY    | 100             | 85              |             |
| Hormel Foods Corp.                           | Austin                | MN    | 100             | 100             | 343         |
| Host Hotels & Resorts Inc.                   | Bethesda              | MD    | 70              | 60              |             |
| Houghton Mifflin Harcourt Co.                | Boston                | MA    | 95              | 90              |             |
| Howard & Howard Attorneys PLLC               | Royal Oak             | MI    | 60              | 60              |             |
| Howmet Aerospace                             | Pittsburgh            | PA    | 75              | 85              |             |
| HP Inc.                                      | Palo Alto             | CA    | 90              | 90              | 82          |
| HSBC USA                                     | New York              | NY    | 100             | 100             |             |
| Hughes Hubbard & Reed LLP                    | New York              | NY    | 70              | 85              |             |
| Humana Inc.                                  | Louisville            | KY    | 100             | 100             | 38          |
| Huntington Bancshares Inc.                   | Columbus              | OH    | 100             | 100             | 375         |
| Huntington Ingalls Industries                | Newport News          | VA    | 85              | 80              | 357         |
| Hunton Andrews Kurth LLP                     | Richmond              | VA    | 100             | 90              |             |
| Huron Consulting Group Inc.                  | Chicago               | IL    | 100             | 100             |             |
| Husch Blackwell LLP                          | St. Louis             | MO    | 100             | 100             |             |
| Hyatt Hotels Corp.                           | Chicago               | IL    | 100             | 100             |             |
| Hyland Software Inc.                         | Westlake              | OH    | 70              | 80              |             |
| Hypertherm Inc.                              | Hanover               | NH    | 80              | 70              |             |
| Hyundai Motor America                        | Fountain Valley       | CA    | 55              | 55              |             |
| Hyve Solutions Corporation                   | Fremont               | CA    | 100             | 100             |             |
| IAC Inc.                                     | New York              | NY    | 90              | 85              |             |
| IBM Corp.                                    | Armonk                | NY    | 100             | 100             | 63          |
| Icahn Enterprises LP                         | New York              | NY    | 0               | 0               | 374         |
| Ice Miller LLP                               | Indianapolis          | IN    | 95              | 90              |             |
| ICF                                          | Reston                | VA    | 70              | 55              |             |
| IGT                                          | Providence            | RI    | 100             | 100             |             |
| iHeartMedia Inc.                             | San Antonio           | TX    | 30              | 45              |             |
| IHG Hotels & Resorts                         | Atlanta               | GA    | 100             | 100             |             |
| IKEA Holding US Inc.                         | Conshohocken          | PA    | 100             | 85              |             |
| Illinois Tool Works Inc.                     | Glenview              | IL    | 100             | 100             | 253         |
| Illumina                                     | San Diego             | CA    | 100             | 90              |             |
| Impellam North America                       | Atlanta               | GA    | 25              | 40              |             |
| Impossible Foods                             | Redwood City          | CA    | 100             | 100             |             |
| Indeed Inc.                                  | Austin                | TX    | 100             | 100             |             |
| Infoblox                                     | Santa Clara           | CA    | 30              | 45              |             |
| Informa PLC                                  | New York              | NY    | 100             | 90              |             |
| Infosys Limited Inc.                         | Richardson            | TX    | 100             | 100             |             |
| Ingersoll-Rand Company                       | Davidson              | NC    | 50              | 50              |             |
| Ingram Micro                                 | Irvine                | CA    | 95              | 95              |             |
| Ingredion Inc.                               | Westchester           | IL    | 100             | 100             | 459         |
| Inmar, Inc.                                  | Winston-Salem         | NC    | 20              | 30              |             |
| Insight Enterprises Inc.                     | Chandler              | AZ    | 100             | 100             | 427         |
| Instacart                                    | San Francisco         | CA    | 100             | 100             |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|--------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                      |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Integral Ad Science, Inc.            | New York              | NY    | 60              | 60              |             |
| Intel Corp.                          | Santa Clara           | CA    | 100             | 100             | 79          |
| Interactive Brokers Group Inc.       | Greenwich             | CT    | 0               |                 | 473         |
| Intercontinental Exchange            | Atlanta               | GA    | 0               | 5               | 397         |
| International Flavors & Fragrances   | New York              | NY    | 75              | 90              | 356         |
| International Paper Co.              | Memphis               | TN    | 0               |                 | 218         |
| Interpublic Group of Companies Inc.  | New York              | NY    | 100             | 100             | 372         |
| Intuit Inc.                          | Mountain View         | CA    | 100             | 100             | 297         |
| Intuitive Surgical, Inc.             | Sunnyvale             | CA    | 90              |                 |             |
| Invesco Ltd.                         | Atlanta               | GA    | 100             | 70              |             |
| Invitation Homes                     | Dallas                | TX    | 80              | 75              |             |
| IQVIA Holdings                       | Durham                | NC    | 0               | 5               | 275         |
| Iron Mountain Inc.                   | Portsmouth            | NH    | 100             | 90              |             |
| J. Crew Group, LLC                   | New York              | NY    | 95              | 70              |             |
| J. M. Smucker Co.                    | Orrville              | OH    | 100             | 100             | 446         |
| J.B. Hunt Transport                  | Lowell                | AR    | 35              | 45              | 316         |
| J.C. Penney Co. Inc.                 | Plano                 | TX    | 65              | 80              |             |
| Jabil Circuit Inc.                   | St. Petersburg        | FL    | 0               | 5               | 125         |
| Jackson Financial Inc                | Lansing               | MI    | 70              | 70              |             |
| Jackson Lewis PC                     | New York              | NY    | 100             | 100             |             |
| Jacobs Engineering Group Inc.        | Dallas                | TX    | 100             | 100             | 249         |
| Janus Henderson Investors            | Denver                | CO    | 100             | 100             |             |
| Jefferies Group                      | New York              | NY    | 0               | 5               | 480         |
| Jenner & Block LLP                   | Chicago               | IL    | 100             | 100             |             |
| JetBlue Airways Corp.                | Long Island City      | NY    | 85              | 70              | 413         |
| JLL                                  | Chicago               | IL    | 100             | 90              | 193         |
| John Hancock Financial Services Inc. | Boston                | MA    | 95              | 85              |             |
| John Wiley & Sons Inc.               | Hoboken               | NJ    | 95              | 90              |             |
| Johnson & Johnson                    | New Brunswick         | NJ    | 100             | 100             | 42          |
| Johnson Controls Inc.                | Milwaukee             | WI    | 100             | 100             |             |
| Johnson Financial Group              | Racine                | WI    | 100             | 100             |             |
| JPMorgan Chase & Co.                 | New York              | NY    | 100             | 100             | 12          |
| JSX                                  | Dallas                | TX    | 100             | 100             |             |
| The Judge Group, Inc.                | Wayne                 | PA    | 90              | 90              |             |
| K&L Gates LLP                        | Pittsburgh            | PA    | 100             | 100             |             |
| Kaiser Permanente                    | Oakland               | CA    | 90              | 95              |             |
| Kantar LLC                           | New York              | NY    | 70              | 80              |             |
| Katten Muchin Rosenman LLP           | Chicago               | IL    | 100             | 100             |             |
| KB Home                              | Los Angeles           | CA    | 15              | 15              |             |
| Kearney                              | Chicago               | IL    | 100             | 100             |             |
| Kellanova                            | Chicago               | IL    | 100             | 100             | 272         |
| Kelley Drye & Warren LLP             | New York              | NY    | 100             | 90              |             |
| Kelly Services Inc.                  | Troy                  | MI    | 85              | 75              |             |
| Kenneth Cole Productions Inc.        | New York              | NY    | 30              | 30              |             |
| Kenvue Inc.                          | Montgomery            | NJ    | 85              |                 |             |
| Kering Americas Inc.                 | New York              | NY    | 75              | 85              |             |
| Keurig Dr Pepper Inc.                | Frisco                | TX    | 100             | 100             | 279         |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|--------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                            |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| KeyCorp                                    | Cleveland             | OH    | 100             | 100             | 386         |
| Keysight Technologies                      | Santa Rosa            | CA    | 100             | 75              |             |
| Kilpatrick Townsend & Stockton LLP         | Atlanta               | GA    | 90              | 85              |             |
| Kimberly-Clark Corp.                       | Irving                | TX    | 100             | 100             | 198         |
| Kimco Realty Corp.                         | Jericho               | NY    | 100             | 100             |             |
| Kin + Carta                                | Chicago               | IL    | 70              | 80              |             |
| Kinder Morgan Inc.                         | Houston               | TX    | 8               | 5               | 268         |
| King & Spalding LLP                        | Atlanta               | GA    | 100             | 100             |             |
| Kirkland & Ellis LLP                       | Chicago               | IL    | 100             | 100             |             |
| KKR & Co. LP                               | New York              | NY    | 100             | 100             | 188         |
| KLA Corporation                            | Milpitas              | CA    | 15              | 10              | 382         |
| Knauf Insulation, Inc.                     | Shelbyville           | IN    | 45              |                 |             |
| Knight-Swift Transportation Holdings, Inc. | Phoenix               | AZ    | 8               |                 | 495         |
| The Knot Worldwide                         | Chevy Chase           | MD    | 100             | 90              |             |
| Kobre & Kim                                | New York              | NY    | 100             | 100             |             |
| Kohler Co.                                 | Kohler                | WI    | 100             | 100             |             |
| Kohl's Corp.                               | Menomonee Falls       | WI    | 100             | 95              | 235         |
| Komatsu Mining Corp.                       | Milwaukee             | WI    | 60              | 60              |             |
| Korn Ferry                                 | Los Angeles           | CA    | 100             | 100             |             |
| KPMG LLP                                   | New York              | NY    | 100             | 100             |             |
| The Kraft Heinz Company                    | Chicago               | IL    | 100             | 100             | 156         |
| Kramer Levin Naftalis & Frankel LLP        | New York              | NY    | 100             | 90              |             |
| Krispy Kreme Doughnut Corporation          | Charlotte             | NC    | 75              |                 |             |
| The Kroger Co.                             | Cincinnati            | OH    | 100             | 85              | 25          |
| Kroll, LLC                                 | New York              | NY    | 85              | 100             |             |
| Kutak Rock LLP                             | Omaha                 | NE    | 100             | 100             |             |
| Kyndryl Holdings, Inc.                     | New York              | NY    | 8               |                 | 241         |
| L.L. Bean Inc.                             | Freeport              | ME    | 95              | 90              |             |
| L3Harris Technologies                      | Melbourne             | FL    | 95              | 100             | 209         |
| Laboratory Corporation of America Holdings | Burlington            | NC    | 85              | 85              | 309         |
| The Laclede Group Inc.                     | St. Louis             | MO    | 15              | 15              |             |
| Lam Research Corp.                         | Fremont               | CA    | 100             | 100             | 237         |
| Land O'Lakes Inc.                          | Arden Hills           | MN    | 100             | 75              | 245         |
| Lands' End, Inc.                           | Dodgeville            | WI    | 95              | 90              |             |
| Lane Powell PC                             | Seattle               | WA    | 100             | 100             |             |
| Las Vegas Sands Corp.                      | Las Vegas             | NV    | 75              | 40              | 387         |
| Latham & Watkins LLP                       | New York              | NY    | 100             | 95              |             |
| Lathrop GPM                                | Kansas City           | MO    | 100             | 95              |             |
| Lear Corp.                                 | Southfield            | MI    | 35              | 35              | 174         |
| Leidos Holdings                            | Reston                | VA    | 100             | 95              | 266         |
| LendingClub                                | San Francisco         | CA    | 90              | 90              |             |
| Lendlease Americas Inc.                    | New York              | NY    | 80              | 90              |             |
| Lennar Corp.                               | Miami                 | FL    | 8               | 5               | 126         |
| Lenovo Inc (US)                            | Morrisville           | NC    | 95              | 90              |             |
| Leo Burnett Company Inc.                   | Chicago               | IL    | 55              | 55              |             |
| Leslie's, Inc.                             | Phoenix               | AZ    | 100             | 90              |             |
| Levi Strauss & Co.                         | San Francisco         | CA    | 100             | 100             |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|-----------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                         |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Lexmark International Inc.              | Lexington             | KY    | 100             | 100             |             |
| Liberty Media Corp.                     | Englewood             | CO    | 5               | 5               | 328         |
| Liberty Mutual Insurance                | Boston                | MA    | 100             | 100             | 87          |
| Lidl US                                 | Arlington             | VA    | 50              | 55              |             |
| Lincoln National Corp.                  | Radnor                | PA    | 100             | 100             | 354         |
| Linde                                   | Danbury               | CT    | 75              | 65              |             |
| LinkedIn                                | Sunnyvale             | CA    | 100             | 100             |             |
| Linklaters                              | New York              | NY    | 100             | 65              |             |
| Lions Gate Entertainment Corp.          | Santa Monica          | CA    | 95              | 90              |             |
| Lithia Motors, Inc.                     | Medford               | OR    | 5               | 5               | 140         |
| Littler Mendelson PC                    | San Francisco         | CA    | 100             | 100             |             |
| Live Nation Entertainment Inc.          | Beverly Hills         | CA    | 90              | 90              | 179         |
| LIXIL Americas                          | Piscataway            | NJ    | 50              | 45              |             |
| LKQ Corp.                               | Chicago               | IL    | 95              | 90              | 305         |
| LMI Consulting LLC                      | McLean                | VA    | 85              |                 |             |
| Lockheed Martin Corp.                   | Bethesda              | MD    | 100             | 100             | 57          |
| Loeb & Loeb LLP                         | Los Angeles           | CA    | 100             | 100             |             |
| Loews Corp.                             | New York              | NY    | 20              | 20              | 260         |
| Logitech                                | Newark                | CA    | 40              | 60              |             |
| Lord, Abbett & Co. LLC                  | Jersey City           | NJ    | 100             | 100             |             |
| L'Oréal USA Inc.                        | New York              | NY    | 100             | 85              |             |
| Lowenstein Sandler LLP                  | New York              | NY    | 100             | 100             |             |
| Lowe's Companies Inc.*                  | Mooresville           | NC    | 90              | 75              | 49          |
| LPL Financial Holdings Inc.             | Boston                | MA    | 100             | 100             | 392         |
| Lubrizol Corp.                          | Wickliffe             | OH    | 95              | 75              |             |
| Lululemon Athletica Inc.                | Seattle               | WA    | 5               |                 | 411         |
| Lumen Technologies                      | Monroe                | LA    | 100             | 100             | 292         |
| Lumentum Operations LLC                 | San Jose              | CA    | 100             | 30              |             |
| LVMH North America                      | New York              | NY    | 90              |                 |             |
| Lyft Inc.                               | San Francisco         | CA    | 100             | 100             |             |
| M&T Bank Corp.                          | Buffalo               | NY    | 95              | 95              | 317         |
| Macmillan Learning                      | New York              | NY    | 100             | 100             |             |
| Macmillan Publishing Group              | New York              | NY    | 65              | 80              |             |
| Macquarie Group Ltd.                    | New York              | NY    | 100             | 100             |             |
| Macy's Inc.                             | New York              | NY    | 100             | 100             | 172         |
| Mallinckrodt LLC                        | Hazelwood             | MO    | 100             | 100             |             |
| Manatt, Phelps & Phillips LLP           | Los Angeles           | CA    | 95              | 95              |             |
| ManpowerGroup                           | Milwaukee             | WI    | 100             | 100             | 219         |
| Marathon Oil Corp.                      | Houston               | TX    | 25              | 25              |             |
| Marathon Petroleum Corp.                | Findlay               | OH    | 100             | 100             | 24          |
| Marcum LLP                              | New York              | NY    | 90              |                 |             |
| Markel Corporation                      | Glen Allen            | VA    | 5               | 5               | 262         |
| Marriott International Inc.             | Bethesda              | MD    | 100             | 100             | 173         |
| Mars Inc.                               | Hackettstown          | NJ    | 100             | 100             |             |
| Marsh & McLennan Companies Inc.         | New York              | NY    | 100             | 100             | 164         |
| Masco Corp.                             | Livonia               | MI    | 65              | 75              | 466         |
| Massachusetts Mutual Life Insurance Co. | Springfield           | MA    | 100             | 100             | 102         |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|-------------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                                 |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| MasTec Inc.                                     | Coral Gables          | FL    | 5               | 5               | 347         |
| Mastercard                                      | Purchase              | NY    | 100             | 100             | 180         |
| Match Group, Inc.                               | Dallas                | TX    | 90              | 85              |             |
| Mathematica Policy Research                     | Princeton             | NJ    | 100             | 100             |             |
| Mattel Inc.                                     | El Segundo            | CA    | 100             | 100             |             |
| Mayer Brown LLP                                 | Chicago               | IL    | 100             | 85              |             |
| McCarter & English LLP                          | Newark                | NJ    | 60              | 70              |             |
| McCormick & Company Inc.                        | Hunt Valley           | MD    | 55              | 55              |             |
| McDermott Will & Emery LLP                      | Chicago               | IL    | 100             | 100             |             |
| McDonald's Corp.                                | CHICAGO               | IL    | 100             | 100             | 162         |
| McGraw Hill LLC                                 | New York              | NY    | 100             | 100             |             |
| McGuireWoods LLP                                | Richmond              | VA    | 60              | 60              |             |
| McKesson Corp.                                  | Irving                | TX    | 100             | 100             | 9           |
| McKinsey & Co. Inc.                             | New York              | NY    | 100             | 100             |             |
| McKinstry Co. LLC                               | Seattle               | WA    | 100             | 100             |             |
| Medallia Inc.                                   | Pleasanton            | CA    | 100             | 100             |             |
| Medidata Solutions Inc.                         | New York              | NY    | 50              | 80              |             |
| Medline Industries, LP                          | Northfield            | IL    | 100             |                 |             |
| Medtronic PLC                                   | Minneapolis           | MN    | 100             | 100             |             |
| Meijer Inc.                                     | Grand Rapids          | MI    | 100             | 100             |             |
| Mercedes-Benz Financial Services USA LLC (MBFS) | Farmington Hills      | MI    | 75              | 75              |             |
| Merck                                           | Rahway                | NJ    | 95              | 95              | 67          |
| MERGE                                           | Chicago               | IL    | 100             | 85              |             |
| Mesirow Financial Holdings Inc.                 | Chicago               | IL    | 100             | 90              |             |
| Messer North America, Inc.                      | Bridgewater Township  | NJ    | 100             | 100             |             |
| Meta Platforms, Inc.                            | Menlo Park            | CA    | 100             | 100             | 30          |
| MetLife Inc.                                    | New York              | NY    | 95              | 95              | 60          |
| MFS Investment Management                       | Boston                | MA    | 100             | 90              |             |
| MGM Resorts International                       | Las Vegas             | NV    | 90              | 85              | 251         |
| Michael Best & Friedrich LLP                    | Milwaukee             | WI    | 100             | 100             |             |
| Michael Page International Inc                  | New York              | NY    | 100             | 100             |             |
| The Michaels Companies Inc.                     | Irving                | TX    | 85              | 60              |             |
| Michelin North America Inc.                     | Greenville            | SC    | 95              | 95              |             |
| Microchip Technology                            | Chandler              | AZ    | 5               |                 | 447         |
| Micron Technology Inc.                          | Boise                 | ID    | 100             | 100             | 264         |
| Microsoft Corp.                                 | Redmond               | WA    | 100             | 100             | 13          |
| Milbank LLP                                     | New York              | NY    | 100             | 100             |             |
| MillerKnoll                                     | Zeeland               | MI    | 100             | 100             |             |
| Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC  | Boston                | MA    | 100             | 100             |             |
| Moderna Inc.                                    | Cambridge             | MA    | 100             | 100             |             |
| Modernizing Medicine, Inc.                      | Boca Raton            | FL    | 35              | 25              |             |
| Mohawk Industries Inc.                          | Calhoun               | GA    | 5               |                 | 364         |
| Molina Healthcare Inc.                          | Long Beach            | CA    | 55              | 70              | 128         |
| Molson Coors Beverage Company*                  | Chicago               | IL    | 70              | 75              | 352         |
| Mondelez International Inc.                     | Chicago               | IL    | 80              | 95              | 115         |
| Monster Beverage 1990 Corp.                     | Corona                | CA    | 5               |                 | 496         |
| Montgomery McCracken Walker & Rhoads LLP        | Philadelphia          | PA    | 50              | 65              |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|-------------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                                 |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Moody's Corp.                                   | New York              | NY    | 100             | 100             |             |
| Moore & Van Allen PLLC                          | Charlotte             | NC    | 100             | 100             |             |
| Morgan Stanley                                  | New York              | NY    | 100             | 100             | 41          |
| Morgan, Lewis & Bockius LLP                     | New York              | NY    | 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    | 90              | 90              | 307         |
| Moss Adams LLP                                  | Seattle               | WA    | 95              |                 |             |
| Motive Inc.                                     | San Francisco         | CA    | 85              | 75              |             |
| Motorola Solutions Inc.                         | Chicago               | IL    | 100             | 95              | 395         |
| MSL                                             | New York              | NY    | 45              | 70              |             |
| Munger, Tolles & Olson LLP                      | Los Angeles           | CA    | 100             | 100             |             |
| Munich-American Holding Corporation             | Princeton             | NJ    | 85              | 85              |             |
| Murphy USA                                      | El Dorado             | AR    | 0               | 5               | 214         |
| Mutual of Omaha Insurance                       | Omaha                 | NE    | 70              | 70              | 306         |
| Myriad Genetics, Inc                            | Salt Lake City        | UT    | 30              |                 |             |
| NASDAQ Inc.                                     | New York              | NY    | 85              | 100             |             |
| National Cable Communications LLC dba Ampersand | New York              | NY    | 30              | 30              |             |
| National Fuel Gas Company                       | Williamsville         | NY    | 75              | 75              |             |
| National Grid USA                               | Waltham               | MA    | 100             | 100             |             |
| National Oilwell Varco Inc.                     | Houston               | TX    | 0               |                 | 444         |
| Nationwide                                      | Columbus              | OH    | 100             | 100             | 75          |
| Navient                                         | Herndon               | VA    | 75              | 65              |             |
| Navistar International Corp.                    | Lisle                 | IL    | 20              | 20              |             |
| NCR Voyix                                       | Atlanta               | GA    | 100             | 95              |             |
| The Neiman Marcus Group Inc.                    | Dallas                | TX    | 100             | 100             |             |
| Nelson Mullins Riley & Scarborough LLP          | Columbia              | SC    | 70              | 70              |             |
| Nestlé Health Science                           | Hoboken               | NJ    | 100             | 100             |             |
| Nestlé Purina PetCare Co.                       | St. Louis             | MO    | 100             | 100             |             |
| Nestlé USA Inc.                                 | Arlington             | VA    | 100             | 100             |             |
| NetApp Inc.                                     | San Jose              | CA    | 100             | 85              |             |
| Netflix Inc.                                    | Los Gatos             | CA    | 65              | 65              | 131         |
| Neuberger Berman Group LLC                      | New York              | NY    | 100             | 100             |             |
| New Belgium Brewing Company                     | Fort Collins          | CO    | 100             | 100             |             |
| New Relic Inc.                                  | San Francisco         | CA    | 100             | 55              |             |
| New York Community Bancorp Inc.                 | Westbury              | NY    | 0               |                 | 457         |
| New York Life Insurance Company                 | New York              | NY    | 100             | 100             | 78          |
| New York Times Co.                              | New York              | NY    | 25              | 25              |             |
| Newell Brands Inc.                              | Atlanta               | GA    | 95              | 100             | 460         |
| Newfront Insurance Holdings, Inc.               | San Francisco         | CA    | 100             | 95              |             |
| Newmark Group Inc.                              | New York              | NY    | 70              | 65              |             |
| Newmont Corp.                                   | Denver                | CO    | 70              | 80              | 349         |
| News Corp.                                      | New York              | NY    | 0               | 5               | 398         |
| Nextdoor, Inc.                                  | San Francisco         | CA    | 70              |                 |             |
| NextEra Energy Inc.                             | Juno Beach            | FL    | 20              | 20              | 152         |
| NextGen Healthcare Inc.                         | Atlanta               | GA    | 65              | 80              |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                          |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| NextRoll, Inc.                           | San Francisco         | CA    | 55              | 40              |             |
| NFP                                      | New York              | NY    | 85              | 45              |             |
| NGL Energy Partners                      | Tulsa                 | OK    | 5               |                 | 442         |
| Nielsen                                  | New York              | NY    | 100             | 100             |             |
| NielsenIQ                                | Chicago               | IL    | 25              | 50              |             |
| Nike Inc.                                | Beaverton             | OR    | 100             | 100             | 88          |
| NiSource Inc.                            | Merrillville          | IN    | 75              |                 |             |
| Nissan North America Inc.                | Franklin              | TN    | 55              | 90              |             |
| Nixon Peabody LLP                        | Boston                | MA    | 100             | 100             |             |
| Nokia of America Corporation             | Murray Hill           | NJ    | 95              | 70              |             |
| Nomura                                   | New York              | NY    | 100             | 100             |             |
| Nordic Consulting Partners, Inc.         | Madison               | WI    | 50              | 45              |             |
| Nordstrom Inc.                           | Seattle               | WA    | 100             | 100             | 286         |
| Norfolk Southern Corp.                   | Atlanta               | GA    | 65              | 50              | 338         |
| North Highland                           | Atlanta               | GA    | 75              | 80              |             |
| Northern Trust Corp.                     | Chicago               | IL    | 100             | 100             | 342         |
| Northfield Park Associates, LLC          | Northfield            | OH    | 15              | 30              |             |
| Northrop Grumman Corp.                   | Falls Church          | VA    | 100             | 100             | 109         |
| Northwestern Mutual Life Insurance       | Milwaukee             | WI    | 100             | 100             | 110         |
| Norton Rose Fulbright                    | Houston               | TX    | 100             | 95              |             |
| Novartis Pharmaceuticals Corporation     | East Hanover          | NJ    | 100             | 85              |             |
| Novo Nordisk Inc.                        | Plainsboro            | NJ    | 100             | 100             |             |
| NRG Energy Inc.                          | Houston               | TX    | 70              | 55              | 150         |
| NTT DATA Services, LLC                   | Plano                 | TX    | 95              | 95              |             |
| NTT Global Data Centers Americas, Inc.   | Sacramento            | CA    | 90              |                 |             |
| Nuance Communications                    | Burlington            | MA    | 65              | 65              |             |
| Nucor Corp.                              | Charlotte             | NC    | 5               | 0               | 124         |
| Numerator                                | Chicago               | IL    | 100             | 100             |             |
| nVent Electric PLC                       | Minneapolis           | MN    | 50              | 50              |             |
| NVIDIA Corp.                             | Santa Clara           | CA    | 100             | 95              | 65          |
| NVR Inc.                                 | Reston                | VA    | 5               | 5               | 406         |
| o9 Solutions, Inc.                       | Dallas                | TX    | 15              |                 |             |
| Oaktree Capital Management LP            | Los Angeles           | CA    | 100             | 70              |             |
| Occidental Petroleum                     | Houston               | TX    | 5               | 5               | 149         |
| Ocean Spray Cranberries Inc.             | Lakeville-Middleboro  | MA    | 75              | 90              |             |
| The ODP Corporation                      | Boca Raton            | FL    | 100             | 100             | 469         |
| The Ogilvy Group Inc.                    | New York              | NY    | 30              | 55              |             |
| Ogletree, Deakins, Nash, Smoak & Stewart | Greenville            | SC    | 100             | 90              |             |
| O-I Glass                                | Perrysburg            | OH    | 45              | 50              | 500         |
| Okta Inc.                                | San Francisco         | CA    | 90              | 85              |             |
| Old National Bank                        | Evansville            | IN    | 40              | 55              |             |
| Old Republic International               | Chicago               | IL    | 5               | 5               | 491         |
| Olympus Corporation of the Americas      | Center Valley         | PA    | 90              | 90              |             |
| O'Melveny & Myers LLP                    | Los Angeles           | CA    | 100             | 100             |             |
| Omnicom Group                            | New York              | NY    | 100             | 100             | 287         |
| ONE Gas Inc.                             | Tulsa                 | OK    | 55              | 55              |             |
| ONEOK Inc.                               | Tulsa                 | OK    | 80              | 75              | 232         |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|-----------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                               |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Options Clearing Corporation                  | Chicago               | IL    | 100             | 90              |             |
| Oracle Corp.                                  | Austin                | TX    | 100             | 100             | 89          |
| O'Reilly Automotive Inc.                      | Springfield           | MO    | 5               | 5               | 261         |
| Organon                                       | Jersey City           | NJ    | 90              | 85              |             |
| Orrick, Herrington & Sutcliffe LLP            | New York              | NY    | 100             | 100             |             |
| Oscar Health, Inc.                            | New York              | NY    | 75              | 55              |             |
| Oshkosh Corporation                           | Oshkosh               | WI    | 100             | 100             | 409         |
| Otis Worldwide Corporation                    | Farmington            | CT    | 100             | 80              | 301         |
| Otsuka America Pharmaceutical, Inc.           | Rockville             | MD    | 90              | 80              |             |
| Ovintiv USA Inc.                              | Denver                | CO    | 5               | 5               | 373         |
| Owens & Minor Inc.                            | Mechanicsville        | VA    | 5               |                 | 388         |
| Owens Corning                                 | Toledo                | OH    | 95              | 85              | 407         |
| Paccar Inc.                                   | Bellevue              | WA    | 5               | 5               | 122         |
| Pacific Investment Management Co. LLC         | Newport Beach         | CA    | 100             | 100             |             |
| Pacific Life Insurance Co.                    | Newport Beach         | CA    | 95              | 80              | 282         |
| Packaging Corporation of America              | Lake Forest           | IL    | 5               | 5               | 471         |
| Palo Alto Networks                            | Santa Clara           | CA    | 95              | 85              |             |
| Panasonic Corporation of North America        | Newark                | NJ    | 100             | 100             |             |
| Panera Bread Co.                              | Fenton                | MO    | 100             | 90              |             |
| Papa John's International Inc.                | Atlanta               | GA    | 100             | 70              |             |
| Par Pacific Holdings Inc.                     | Houston               | TX    | 5               |                 | 454         |
| Paramount Global                              | New York              | NY    | 100             | 100             |             |
| Parexel International Corp.                   | Newton                | MA    | 85              | 80              |             |
| Pariveda Solutions Inc.                       | Dallas                | TX    | 85              | 90              |             |
| Parker Hannifin Corp.                         | Cleveland             | OH    | 5               | 5               | 216         |
| Parsons Corporation                           | Chantilly             | VA    | 100             | 100             |             |
| Patagonia Inc.                                | Ventura               | CA    | 70              | 70              |             |
| Patterson Belknap Webb & Tyler LLP            | New York              | NY    | 70              | 70              |             |
| Patterson Companies (Patterson Dental Supply) | St. Paul              | MN    | 60              | 60              |             |
| Paul Hastings LLP                             | Los Angeles           | CA    | 100             | 100             |             |
| Paul, Weiss, Rifkind, Wharton & Garrison LLP  | New York              | NY    | 85              | 95              |             |
| Paylocity Holding Corporation                 | Schaumburg            | IL    | 95              |                 |             |
| PayPal Holdings Inc.                          | San Jose              | CA    | 100             | 100             | 145         |
| PBF Energy                                    | Parsippany            | NJ    | 5               | 5               | 112         |
| Peabody                                       | St. Louis             | MO    | 40              | 40              |             |
| Pearson                                       | Hoboken               | NJ    | 100             | 90              |             |
| Pegasystems Inc.                              | Cambridge             | MA    | 95              | 95              |             |
| Peloton Interactive Inc.                      | New York              | NY    | 100             | 100             |             |
| Penske Automotive Group Inc.                  | Bloomfield Hills      | MI    | 5               | 5               | 146         |
| PepsiCo Inc.                                  | Purchase              | NY    | 100             | 100             | 44          |
| Performance Food Group Co.                    | Richmond              | VA    | 5               | 5               | 84          |
| 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    | 95              | 95              |             |
| Peter Kiewit Sons' Inc.                       | Omaha                 | NE    | 5               | 5               | 239         |
| PetSmart LLC                                  | Phoenix               | AZ    | 100             | 100             |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|-------------------------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                                             |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Pfizer Inc.                                                 | New York              | NY    | 100             | 100             | 69          |
| PG&E Corp.                                                  | Oakland               | CA    | 95              | 85              | 167         |
| PGA TOUR, Inc.                                              | Ponte Vedra Beach     | FL    | 100             | 100             |             |
| The Philadelphia Inquirer, PBC                              | Philadelphia          | PA    | 60              | 75              |             |
| Philip Morris International Inc.                            | Stamford              | CT    | 100             | 70              | 121         |
| Philips                                                     | Cambridge             | MA    | 85              | 90              |             |
| Phillips 66                                                 | Houston               | TX    | 100             | 100             | 26          |
| Pillsbury Winthrop Shaw Pittman LLP                         | New York              | NY    | 100             | 100             |             |
| Pinnacle West Capital                                       | Phoenix               | AZ    | 35              | 50              |             |
| Pinnacol Assurance                                          | Denver                | CO    | 85              | 45              |             |
| Pinterest Inc.                                              | San Francisco         | CA    | 70              | 70              |             |
| Pioneer Natural Resources, USA Inc.                         | Irving                | TX    | 75              | 90              | 212         |
| Piper Sandler & Co.                                         | Minneapolis           | MN    | 100             | 100             |             |
| Pitney Bowes Inc.                                           | Stamford              | CT    | 100             | 100             |             |
| Plains GP Holdings                                          | Houston               | TX    | 5               | 5               | 92          |
| The PNC Financial Services Group Inc.                       | Pittsburgh            | PA    | 100             | 95              | 139         |
| PNM Resources Inc.                                          | Albuquerque           | NM    | 20              | 20              |             |
| Point B, Inc.                                               | Seattle               | WA    | 80              | 95              |             |
| Point32Health, Inc.                                         | Canton                | MA    | 100             | 100             |             |
| Polaris Industries Inc.                                     | Medina                | MN    | 5               | 5               | 431         |
| Polsinelli                                                  | Kansas City           | MO    | 100             | 90              |             |
| Porter Wright Morris & Arthur LLP                           | Columbus              | OH    | 85              | 85              |             |
| Portland General Electric Co.                               | Portland              | OR    | 100             | 100             |             |
| Power Home Remodeling                                       | Chester               | PA    | 95              |                 |             |
| PPG Industries Inc.                                         | Pittsburgh            | PA    | 100             | 100             | 226         |
| PPL Corp.                                                   | Allentown             | PA    | 90              | 90              | 451         |
| Premise Health                                              | Brentwood             | TN    | 80              |                 |             |
| PricewaterhouseCoopers LLP                                  | New York              | NY    | 100             | 100             |             |
| Prime Therapeutics, LLC                                     | Eagan                 | MN    | 100             | 50              |             |
| Principal Financial Group                                   | Des Moines            | IA    | 100             | 90              | 310         |
| Privia Health LLC                                           | Arlington             | VA    | 100             |                 |             |
| Privilege Underwriters Reciprocal Exchange (PURE Insurance) | White Plains          | NY    | 25              | 25              |             |
| Procter & Gamble Co.                                        | Cincinnati            | OH    | 100             | 100             | 50          |
| The Progressive Corp.                                       | Mayfield Village      | OH    | 80              | 85              | 62          |
| Progyny, Inc.                                               | New York              | NY    | 100             |                 |             |
| Prologis, Inc. (PLD)                                        | San Francisco         | CA    | 60              | 45              | 463         |
| PROS                                                        | Houston               | TX    | 60              | 55              |             |
| Proskauer Rose LLP                                          | New York              | NY    | 100             | 100             |             |
| Prudential Financial Inc.                                   | Newark                | NJ    | 100             | 100             | 81          |
| Prysmian Cables and Systems USA, LLC                        | Highland Heights      | KY    | 100             | 95              |             |
| PTC Inc                                                     | Boston                | MA    | 100             | 95              |             |
| Public Consulting Group LLC                                 | Boston                | MA    | 70              | 55              |             |
| Public Service Enterprise Group                             | Newark                | NJ    | 85              | 85              | 359         |
| Publicis Health                                             | New York              | NY    | 85              | 70              |             |
| Publicis Media                                              | New York              | NY    | 95              | 95              |             |
| Publicis NY                                                 | New York              | NY    | 35              | 60              |             |
| Publicis Sapient                                            | Boston                | MA    | 100             | 85              |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|---------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                       |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Publix Super Markets Inc.             | Lakeland              | FL    | 0               | 0               | 72          |
| PulteGroup Inc.                       | Atlanta               | GA    | 60              | 40              | 255         |
| PUMA North America, Inc.              | Somerville            | MA    | 85              |                 |             |
| Pure Storage Inc.                     | Mountain View         | CA    | 80              | 95              |             |
| PVH Corp.                             | New York              | NY    | 100             | 85              | 425         |
| Pyxus International, Inc.             | Morrisville           | NC    | 15              | 15              |             |
| QIAGEN LLC                            | Germantown            | MD    | 100             | 100             |             |
| Quaintance-Weaver Management LLC      | Greensboro            | NC    | 65              | 65              |             |
| Qualcomm Inc.                         | San Diego             | CA    | 85              | 55              | 117         |
| Quality Building Services Corp.       | New York              | NY    | 100             | 100             |             |
| Quality Protection Services Inc.      | New York              | NY    | 100             | 100             |             |
| Qualtrics International Inc.          | Provo                 | UT    | 90              | 75              |             |
| Quanta Services                       | Houston               | TX    | 75              | 65              | 192         |
| Quantcast Corp.                       | San Francisco         | CA    | 60              | 60              |             |
| Quarles & Brady LLP                   | Milwaukee             | WI    | 100             | 100             |             |
| Quest Diagnostics Inc.                | Secaucus              | NJ    | 100             | 100             | 423         |
| Quickbase LLC.                        | Boston                | MA    | 100             | 100             |             |
| Quinn Emanuel Urquhart & Sullivan LLP | Los Angeles           | CA    | 95              | 90              |             |
| Qurate Retail Group                   | West Chester          | PA    | 100             | 100             | 370         |
| R.R. Donnelley & Sons Co.             | Chicago               | IL    | 70              | 45              |             |
| R1 RCM Inc                            | Murray                | UT    | 100             | 100             |             |
| Rackspace Technology                  | San Antonio           | TX    | 100             | 95              |             |
| Radian Group Inc.                     | Wayne                 | PA    | 100             | 90              |             |
| Ralph Lauren Corp.                    | New York              | NY    | 85              | 75              |             |
| Ramboll US Corporation                | Arlington             | VA    | 100             | 95              |             |
| Randstad                              | Atlanta               | GA    | 100             | 100             |             |
| RAPID7                                | Boston                | MA    | 100             | 90              |             |
| Raymond James Financial Inc.          | St. Petersburg        | FL    | 100             | 100             | 312         |
| Razorfish                             | New York              | NY    | 85              |                 |             |
| RBC Wealth Management                 | Minneapolis           | MN    | 100             | 100             |             |
| RE/MAX Holdings, Inc.                 | Denver                | CO    | 40              | 40              |             |
| Re:Sources USA Inc.                   | Long Island City      | NY    | 30              | 55              |             |
| Reckitt                               | Parsippany            | NJ    | 100             | 100             |             |
| Recreational Equipment Inc.           | Sumner                | WA    | 100             | 95              |             |
| Red Hat Inc.                          | Raleigh               | NC    | 60              | 60              |             |
| Red Ventures                          | Fort Mill             | SC    | 100             | 100             |             |
| Redfin Corp.                          | Seattle               | WA    | 65              | 65              |             |
| Reed Smith LLP                        | Pittsburgh            | PA    | 100             | 100             |             |
| Regal Entertainment Group             | Knoxville             | TN    | 25              | 25              |             |
| Regeneron Pharmaceuticals             | Tarrytown             | NY    | 100             | 85              | 311         |
| Regions Financial Corp.               | Birmingham            | AL    | 60              | 60              | 428         |
| Reinhart Boerner Van Deuren s.c.      | Milwaukee             | WI    | 100             | 95              |             |
| Reinsurance Group of America Inc.     | Chesterfield          | MO    | 85              | 70              | 223         |
| Reliance Steel & Aluminum Co.         | Los Angeles           | CA    | 5               | 5               | 280         |
| Relias LLC                            | Morrisville           | NC    | 100             | 100             |             |
| RELX Inc.                             | New York              | NY    | 100             | 100             |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|------------------------------------------------------------------------------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                                                                                                  |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Renewable Energy Systems Americas Inc.                                                                           | Denver                | CO    | 85              | 75              | 276         |
| Replacements Ltd.                                                                                                | McLeansville          | NC    | 100             | 100             |             |
| Republic Services, Inc.                                                                                          | Phoenix               | AZ    | 30              | 45              |             |
| Restaurant Brands International                                                                                  | Miami                 | FL    | 85              | 100             |             |
| Reynolds American Inc.                                                                                           | Winston-Salem         | NC    | 100             | 85              | 171         |
| Rightpoint Consulting, LLC                                                                                       | Chicago               | IL    | 50              | 65              |             |
| RingCentral Inc.                                                                                                 | Belmont               | CA    | 95              | 95              |             |
| Riot Games Inc.                                                                                                  | Los Angeles           | CA    | 100             | 100             |             |
| Rite Aid Corp.                                                                                                   | Philadelphia          | PA    | 55              | 60              | 430         |
| Rivian Automotive                                                                                                | Irvine                | CA    | 100             | 100             |             |
| Robert Bosch LLC                                                                                                 | Farmington Hills      | MI    | 70              | 60              |             |
| Robert Half                                                                                                      | Menlo Park            | CA    | 75              | 65              |             |
| Robert W. Baird & Co. Incorporated                                                                               | Milwaukee             | WI    | 100             | 100             | 201         |
| Robins Kaplan LLP                                                                                                | Minneapolis           | MN    | 100             | 90              |             |
| Roche Diagnostics Corp.                                                                                          | Indianapolis          | IN    | 100             | 100             |             |
| Rocket Companies, Inc.                                                                                           | Detroit               | MI    | 95              | 5               |             |
| Rockland Trust Co.                                                                                               | Rockland              | MA    | 100             | 100             | 492         |
| Rockwell Automation Inc.                                                                                         | Milwaukee             | WI    | 100             | 100             |             |
| Rolls-Royce North America (USA) Holdings Co.                                                                     | Reston                | VA    | 100             | 95              |             |
| Roman Health Ventures Inc.                                                                                       | New York              | NY    | 50              | 65              |             |
| Ropes & Gray LLP                                                                                                 | Boston                | MA    | 100             | 100             | 55          |
| Ross Stores Inc.                                                                                                 | Dublin                | CA    | 100             | 100             |             |
| Royal Caribbean Group                                                                                            | Miami                 | FL    | 70              | 85              |             |
| RPM International, Inc.                                                                                          | Medina                | OH    | 5               |                 |             |
| RS Americas Inc.                                                                                                 | Fort Worth            | TX    | 100             | 95              | 350         |
| RSM US LLP                                                                                                       | Chicago               | IL    | 100             | 100             |             |
| RTX                                                                                                              | Arlington             | VA    | 100             | 100             |             |
| Rue Gilt Groupe                                                                                                  | Boston                | MA    | 65              | 80              |             |
| Rush Enterprises Inc.                                                                                            | New Braunfels         | TX    | 5               |                 | 329         |
| Ryder System Inc.                                                                                                | Miami                 | FL    | 25              | 25              |             |
| S&C Electric Company                                                                                             | Chicago               | IL    | 70              | 80              |             |
| S&P Global Inc.                                                                                                  | New York              | NY    | 100             | 90              |             |
| S.C. Johnson & Son Inc.                                                                                          | Racine                | WI    | 100             | 100             | 123         |
| Saatchi & Saatchi North America Inc.                                                                             | New York              | NY    | 35              | 60              |             |
| Sabre Corporation                                                                                                | Southlake             | TX    | 100             | 95              |             |
| SageSure Insurance Managers, LLC                                                                                 | Jersey City           | NJ    | 35              | 35              |             |
| Saint-Gobain Corp.                                                                                               | Malvern               | PA    | 90              | 90              | 433         |
| Saks Inc.                                                                                                        | New York              | NY    | 25              | 25              |             |
| Salesforce                                                                                                       | San Francisco         | CA    | 100             | 100             |             |
| Sally Beauty Holdings Inc.                                                                                       | Denton                | TX    | 100             | 100             |             |
| Samsara Inc.                                                                                                     | San Francisco         | CA    | 80              | 75              | 85          |
| Samsung Electronics America Inc.                                                                                 | Ridgefield Park       | NJ    | 100             | 100             |             |
| Sanderson Farms Inc.                                                                                             | Laurel                | MS    | 25              | 25              |             |
| Sandia National Laboratories, Managed and Operated by National Technology & Engineering Solutions of Sandia, LLC | Albuquerque           | NM    | 85              | 85              |             |
| Sanmina-SCI                                                                                                      | San Jose              | CA    | 5               | 5               | 100         |
| Sanofi                                                                                                           | Bridgewater           | NJ    | 100             | 100             |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|-----------------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                                     |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Santander US                                        | Boston                | MA    | 100             | 90              | 479         |
| SAP America Inc.                                    | Newtown Square        | PA    | 100             | 100             |             |
| Sarepta Therapeutics                                | Cambridge             | MA    | 65              | 95              |             |
| SAS Institute Inc.                                  | Cary                  | NC    | 100             | 100             |             |
| Saul Ewing LLP                                      | Philadelphia          | PA    | 100             | 100             |             |
| Savills Inc.                                        | New York              | NY    | 100             |                 |             |
| SBE                                                 | Los Angeles           | CA    | 15              | 15              |             |
| Schneider Electric USA, Inc.                        | Boston                | MA    | 80              | 90              |             |
| Schnuck Markets, Inc                                | St. Louis             | MO    | 30              | 45              |             |
| Scholastic Corp.                                    | New York              | NY    | 50              | 65              |             |
| Schulte Roth & Zabel LLP                            | New York              | NY    | 100             | 100             |             |
| Science Applications International Corp.            | Reston                | VA    | 95              | 85              |             |
| ScionHealth                                         | Louisville            | KY    | 60              | 60              |             |
| Scotiabank USA                                      | New York              | NY    | 100             | 95              |             |
| Scotts Miracle-Gro Company                          | Marysville            | OH    | 100             | 100             |             |
| Seaboard Corp.                                      | Merriam               | KS    | 0               | 0               |             |
| Seacoast National Bank                              | Stuart                | FL    | 100             | 90              |             |
| Seagate Technology plc                              | Fremont               | CA    | 100             | 100             |             |
| Sealed Air Corp.                                    | Charlotte             | NC    | 60              | 60              |             |
| Securian Financial Group Inc.                       | St. Paul              | MN    | 100             | 100             |             |
| Seismic Software, Inc.                              | San Diego             | CA    | 100             | 70              | 462         |
| Selective Insurance Group                           | Branchville           | NJ    | 70              | 55              |             |
| Semiconductor Components Industries, LLC dba onsemi | Phoenix               | AZ    | 5               |                 |             |
| Sempra                                              | San Diego             | CA    | 95              | 95              |             |
| Sensata Technologies, Inc.                          | Attleboro             | MA    | 85              | 60              |             |
| Sephora                                             | San Francisco         | CA    | 100             | 100             |             |
| Serco, Inc.                                         | Herndon               | VA    | 35              | 35              |             |
| Service Corporation International                   | Houston               | TX    | 65              | 70              |             |
| ServiceNow                                          | Santa Clara           | CA    | 100             | 100             |             |
| ServiceSource International, Inc                    | Denver                | CO    | 15              | 15              |             |
| Seyfarth Shaw LLP                                   | Chicago               | IL    | 100             | 100             | 176         |
| Shake Shack Inc.                                    | New York              | NY    | 100             | 100             |             |
| SharkNinja Operating LLC                            | Needham               | MA    | 20              | 20              |             |
| Shell USA, Inc.                                     | Houston               | TX    | 100             | 100             |             |
| Sheppard, Mullin, Richter & Hampton LLP             | Los Angeles           | CA    | 100             | 100             |             |
| The Sherwin-Williams Co.                            | Cleveland             | OH    | 90              | 65              |             |
| SHI International Corp                              | Somerset              | NJ    | 25              | 40              |             |
| Shook, Hardy & Bacon LLP                            | Kansas City           | MO    | 100             | 100             |             |
| Shure Incorporated                                  | Niles                 | IL    | 100             | 100             |             |
| Shutterstock Inc.                                   | New York              | NY    | 100             | 100             |             |
| Sidley Austin LLP                                   | Chicago               | IL    | 100             | 100             | 95          |
| Siemens Corp.                                       | Washington            | DC    | 95              | 90              |             |
| Siemens Healthineers USA                            | Tarrytown             | NY    | 40              | 40              |             |
| Siemens Medical Solutions USA Inc.                  | Malvern               | PA    | 100             | 100             |             |
| Signet Jewelers                                     | Akron                 | OH    | 100             | 95              |             |
| Simpson Thacher & Bartlett LLP                      | New York              | NY    | 100             | 100             |             |
| Sirius XM Radio Inc.                                | New York              | NY    | 85              | 95              |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                          |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Skadden, Arps, Slate, Meagher & Flom LLP | New York              | NY    | 100             | 100             | 465         |
| Skechers USA Inc.                        | Manhattan Beach       | CA    | 5               |                 |             |
| Skidmore, Owings & Merrill LLP           | New York              | NY    | 100             | 100             |             |
| SkyWest Inc.                             | St. George            | UT    | 25              | 25              | 202         |
| Slalom                                   | Seattle               | WA    | 100             | 100             |             |
| SLM Corp. (Sallie Mae)                   | Newark                | DE    | 80              | 70              |             |
| Smartsheet                               | Bellevue              | WA    | 100             | 100             |             |
| Smurfit WestRock                         | Atlanta               | GA    | 100             | 100             |             |
| Snap, Inc                                | Santa Monica          | CA    | 65              | 75              |             |
| Snell & Wilmer                           | Phoenix               | AZ    | 60              | 60              |             |
| Social Finance, Inc.                     | Cottonwood Heights    | UT    | 75              | 90              |             |
| Société Générale                         | New York              | NY    | 100             | 100             |             |
| Sodexo Inc.                              | North Bethesda        | MD    | 100             | 100             |             |
| Softchoice Corporation                   | Chicago               | IL    | 100             | 100             | 296         |
| Software AG USA Inc.                     | Reston                | VA    | 35              | 50              |             |
| Sonepar USA                              | Charleston            | SC    | 65              | 65              |             |
| Sonic Automotive Inc.                    | Charlotte             | NC    | 0               | 0               |             |
| Sonoco Products Company                  | Hartsville            | SC    | 55              | 45              |             |
| SONOS, INC.                              | Goleta                | CA    | 100             | 100             |             |
| Sony Corporation of America              | New York              | NY    | 90              | 65              |             |
| Sony Electronics Inc.                    | San Diego             | CA    | 95              | 95              |             |
| Sony Interactive Entertainment LLC       | San Mateo             | CA    | 100             | 95              |             |
| Sony Music Entertainment                 | New York              | NY    | 90              | 65              |             |
| Sony Pictures Entertainment Inc.         | Culver City           | CA    | 95              | 65              | 163         |
| Southeastern Grocers, Inc.               | Jacksonville          | FL    | 75              | 70              |             |
| Southern Co.                             | Atlanta               | GA    | 100             | 100             |             |
| Southern Graphic Systems LLC             | Louisville            | KY    | 40              | 55              |             |
| Southwest Airlines Co.                   | Dallas                | TX    | 100             | 100             |             |
| SPARC Group LLC                          | Lyndhurst             | NJ    | 90              | 80              |             |
| Spark Therapeutics, Inc.                 | Philadelphia          | PA    | 35              | 35              |             |
| Sparq                                    | Atlanta               | GA    | 65              | 60              |             |
| SpartanNash                              | Byron Center          | MI    | 20              | 20              |             |
| Spencer Stuart                           | Chicago               | IL    | 100             | 100             | 403         |
| Spirit AeroSystems Inc.                  | Wichita               | KS    | 50              | 50              |             |
| Splunk Inc.                              | San Francisco         | CA    | 85              | 100             |             |
| Spotify USA Inc.                         | New York              | NY    | 100             | 85              |             |
| Squarespace                              | New York              | NY    | 65              | 80              |             |
| Squire Patton Boggs                      | Cleveland             | OH    | 100             | 100             |             |
| Standard Chartered                       | New York              | NY    | 100             | 100             |             |
| Standard Insurance Co.                   | Portland              | OR    | 100             | 90              |             |
| Stanley Black & Decker Inc.*             | New Britain           | CT    | 20              | 100             |             |
| Staples Inc.                             | Framingham            | MA    | 65              | 80              |             |
| Starbucks Corp.                          | Seattle               | WA    | 100             | 100             | 116         |
| State Farm Group                         | Bloomington           | IL    | 95              | 100             | 39          |
| State Street Corp.                       | Boston                | MA    | 100             | 95              | 225         |
| Steel Dynamics Inc.                      | Fort Wayne            | IN    | 10              | 10              | 221         |
| Steelcase Inc.                           | Grand Rapids          | MI    | 100             | 100             |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|-------------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                           |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Stellantis                                | Auburn Hills          | MI    | 100             | 90              |             |
| Step toe LLP                              | Washington            | DC    | 100             | 90              |             |
| Sterne Kessler Goldstein & Fox PLLC       | Washington            | DC    | 65              | 40              |             |
| Steven Madden, Ltd                        | Queens                | NY    | 50              |                 |             |
| Stinson LLP                               | Kansas City           | MO    | 100             | 100             |             |
| Stoel Rives LLP                           | Portland              | OR    | 85              | 80              |             |
| StoneX Group                              | New York              | NY    | 0               | 0               | 66          |
| The Stop & Shop Supermarket Company, LLC  | Quincy                | MA    | 100             | 100             |             |
| Stryker Corp.                             | Portage               | MI    | 95              | 100             | 197         |
| Subaru of America Inc.                    | Camden                | NJ    | 90              | 80              |             |
| Suffolk Construction Company, Inc.        | Boston                | MA    | 50              | 50              |             |
| Sullivan & Cromwell LLP                   | New York              | NY    | 50              | 50              |             |
| Sumitomo Mitsui Banking Corporation       | New York              | NY    | 100             | 95              |             |
| Sun Life                                  | Wellesley Hills       | MA    | 100             | 100             |             |
| Sunrun Inc.                               | San Francisco         | CA    | 100             | 95              |             |
| Sunset Aviation LLC dba Solairus Aviation | Petaluma              | CA    | 30              | 30              |             |
| Suntory Global Spirits                    | New York              | NY    | 100             | 100             |             |
| Super Micro Computer                      | San Jose              | CA    | 0               |                 | 498         |
| Supervalu Inc.                            | Eden Prairie          | MN    | 25              | 25              |             |
| SurveyMonkey Inc.                         | San Mateo             | CA    | 100             | 100             |             |
| Sutherland Global Services Inc.           | Rochester             | NY    | 100             |                 |             |
| Sweetgreen, Inc.                          | Los Angeles           | CA    | 100             | 100             |             |
| Swiss Re America Holding Corporation      | Armonk                | NY    | 70              |                 |             |
| Symbotic Inc.                             | Wilmington            | MA    | 100             | 95              |             |
| Synchrony                                 | Stamford              | CT    | 100             | 100             | 191         |
| Syneos Health                             | Morrisville           | NC    | 100             | 95              |             |
| Synopsys Inc.                             | Sunnyvale             | CA    | 100             |                 |             |
| SYSCO Corp.                               | Houston               | TX    | 100             | 75              | 54          |
| T. Rowe Price Associates Inc.             | Baltimore             | MD    | 100             | 95              |             |
| Tailored Brands Inc.                      | Houston               | TX    | 90              | 80              |             |
| Takeda Pharmaceuticals USA Inc.           | Cambridge             | MA    | 100             | 100             |             |
| Tanium Inc.                               | Kirkland              | WA    | 90              |                 |             |
| Tapestry Inc.                             | New York              | NY    | 95              | 95              |             |
| Targa Resources Corp.                     | Houston               | TX    | 0               | 0               | 256         |
| Target Corp.                              | Minneapolis           | MN    | 100             | 95              | 37          |
| Taylor Morrison Home                      | Scottsdale            | AZ    | 0               | 0               | 483         |
| TD Bank, N.A.                             | Cherry Hill           | NJ    | 100             | 100             |             |
| TD Securities (USA) LLC                   | New York              | NY    | 100             | 100             |             |
| TD SYNEX Corporation                      | Clearwater            | FL    | 100             | 100             | 71          |
| TDS Telecommunications, LLC               | Madison               | WI    | 90              | 85              |             |
| TE Connectivity Inc.                      | Berwyn                | PA    | 100             | 85              |             |
| TEGNA Inc.                                | Tysons                | VA    | 100             | 65              |             |
| Teladoc Health, Inc.                      | Purchase              | NY    | 90              | 80              |             |
| Teleflex                                  | Wayne                 | PA    | 95              | 90              |             |
| TelevisaUnivision                         | Miami                 | FL    | 90              | 85              |             |
| TENET Healthcare Corporation              | Dallas                | TX    | 60              | 60              | 195         |
| Tenneco Inc.                              | Lake Forest           | IL    | 65              | 65              |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|---------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                       |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Teradata Corp.                        | San Diego             | CA    | 100             | 100             |             |
| Terex Corp.                           | Norwalk               | CT    | 100             | 100             |             |
| Tesla Inc.                            | Palo Alto             | CA    | 55              | 55              | 40          |
| Teva Pharmaceuticals USA Inc.         | Parsippany            | NJ    | 100             | 100             |             |
| Texas Instruments Incorporated        | Dallas                | TX    | 100             | 100             | 234         |
| Textron Inc.                          | Providence            | RI    | 30              | 45              | 308         |
| Thermo Fisher Scientific Inc.         | Waltham               | MA    | 100             | 100             | 101         |
| Thompson Coburn LLP                   | St. Louis             | MO    | 100             | 100             |             |
| Thompson Hine LLP                     | Cleveland             | OH    | 100             | 85              |             |
| Thomson Reuters                       | Eagan                 | MN    | 100             | 100             |             |
| Thor Industries Inc.                  | Elkhart               | IN    | 5               | 5               | 366         |
| Thrivent Financial                    | Minneapolis           | MN    | 95              | 90              | 405         |
| TIAA                                  | New York              | NY    | 95              | 95              | 96          |
| Tiffany & Co.                         | New York              | NY    | 70              | 85              |             |
| Tillamook County Creamery Association | Tillamook             | OR    | 95              | 95              |             |
| Tinuiti, Inc.                         | New York              | NY    | 45              | 60              |             |
| The TJX Companies Inc.                | Framingham            | MA    | 45              | 45              | 80          |
| T-Mobile USA Inc.                     | Bellevue              | WA    | 100             | 100             |             |
| Toast, Inc.                           | Boston                | MA    | 65              | 65              |             |
| Tokyo Electron U.S. Holdings, Inc.    | Austin                | TX    | 65              | 60              |             |
| Toll Brothers Inc.                    | Fort Washington       | PA    | 85              | 85              | 394         |
| Topbloc LLC                           | Chicago               | IL    | 65              | 50              |             |
| TowerBrook Capital Partners           | New York              | NY    | 100             | 100             |             |
| Toyota North America*                 | Plano                 | TX    | 90              | 100             |             |
| TPG Global LLC                        | Fort Worth            | TX    | 100             | 100             |             |
| Tractor Supply Company*               | Brentwood             | TN    | 55              | 70              | 293         |
| The Trade Desk, Inc.                  | Ventura               | CA    | 10              | 20              |             |
| Trane Technologies                    | Davidson              | NC    | 95              | 75              |             |
| Transamerica Corp.                    | Baltimore             | MD    | 100             | 100             |             |
| TransUnion                            | Chicago               | IL    | 100             | 100             |             |
| Travel + Leisure Co.                  | Orlando               | FL    | 100             | 100             |             |
| The Travelers Companies Inc.          | New York              | NY    | 100             | 100             | 105         |
| Travelport Ltd.                       | Atlanta               | GA    | 25              | 25              |             |
| TricorBraun Inc.                      | Creve Coeur           | MO    | 10              |                 |             |
| Trimble Inc.                          | Westminster           | CO    | 90              |                 |             |
| TriNet USA, Inc.                      | Dublin                | CA    | 100             | 95              |             |
| Tripadvisor Inc.                      | Needham               | MA    | 100             | 100             |             |
| Troutman Pepper Locke                 | Atlanta               | GA    | 100             | 90              |             |
| True Value Company, L.L.C.            | Chicago               | IL    | 55              | 50              |             |
| Truist Financial                      | Charlotte             | NC    | 100             | 100             | 132         |
| TruStage                              | Madison               | WI    | 100             | 100             |             |
| Turnberry Solutions Inc.              | Minneapolis           | MN    | 100             | 100             |             |
| Turner Construction Co.               | New York              | NY    | 95              | 80              |             |
| Twilio Inc.                           | San Francisco         | CA    | 65              | 75              |             |
| Twitter Inc. (X)                      | San Francisco         | CA    | -25             | -25             |             |
| Tyson Foods Inc.                      | Springdale            | AR    | 70              | 45              | 85          |
| U.S. Bancorp                          | Minneapolis           | MN    | 100             | 100             | 107         |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|-----------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                         |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| U.S. Xpress Enterprises                 | Chattanooga           | TN    | 20              | 20              |             |
| Uber Technologies Inc.                  | San Francisco         | CA    | 100             | 100             | 113         |
| UBS AG                                  | New York              | NY    | 100             | 100             |             |
| UGI Corp.                               | King of Prussia       | PA    | 5               | 5               | 434         |
| UKG                                     | Weston                | FL    | 100             | 100             |             |
| UL Solutions                            | Northbrook            | IL    | 100             | 100             |             |
| Ulta Salon, Cosmetics & Fragrance       | Bolingbrook           | IL    | 85              | 85              | 360         |
| Ultimate Fitness Group, LLC             | Boca Raton            | FL    | 65              | 80              |             |
| Under Armour Inc.                       | Baltimore             | MD    | 85              | 100             |             |
| Unilever                                | Englewood Cliffs      | NJ    | 100             | 100             |             |
| Union Pacific Corp.                     | Omaha                 | NE    | 100             | 100             | 170         |
| Unisys Corp.                            | Blue Bell             | PA    | 75              | 65              |             |
| Unite Us                                | New York              | NY    | 70              |                 |             |
| United Airlines Holdings, Inc.          | Chicago               | IL    | 100             | 100             | 83          |
| United Launch Alliance                  | Centennial            | CO    | 100             | 100             |             |
| United Natural Foods, Inc.              | Providence            | RI    | 85              | 100             | 144         |
| United Parcel Service Inc.              | Atlanta               | GA    | 85              | 85              | 45          |
| United Rentals Inc.                     | Stamford              | CT    | 5               |                 | 298         |
| United Services Automobile Association  | San Antonio           | TX    | 100             | 100             | 103         |
| United States Steel Corp.               | Pittsburgh            | PA    | 100             | 100             | 227         |
| United Talent Agency, LLC               | Beverly Hills         | CA    | 100             | 100             |             |
| UnitedHealth Group Inc.                 | Minnetonka            | MN    | 100             | 100             | 4           |
| Univar Solutions Inc.                   | Downers Grove         | IL    | 100             | 100             |             |
| Universal Forest Products, Inc.         | Grand Rapids          | MI    | 0               | 0               | 493         |
| Universal Health Services, Inc.         | King of Prussia       | PA    | 5               | 5               | 299         |
| University of Phoenix                   | Phoenix               | AZ    | 95              | 95              |             |
| Unum Group                              | Chattanooga           | TN    | 100             | 100             | 332         |
| UPMC Health Plan                        | Pittsburgh            | PA    | 100             | 100             |             |
| Upwork Inc.                             | San Francisco         | CA    | 25              | 50              |             |
| Urban Outfitters Inc.                   | Philadelphia          | PA    | 100             | 100             |             |
| US Foods Inc.                           | Rosemont              | IL    | 90              | 80              | 119         |
| USABLE Life Insurance Company           | Little Rock           | AR    | 40              |                 |             |
| UScellular                              | Chicago               | IL    | 80              | 95              |             |
| USG Corp.                               | Chicago               | IL    | 15              | 15              |             |
| UW Credit Union                         | Madison               | WI    | 100             | 100             |             |
| Valero Energy Corp.                     | San Antonio           | TX    | 30              | 45              | 29          |
| Vanguard Group Inc.                     | Malvern               | PA    | 100             | 100             |             |
| Veolia Water Technologies and Solutions | Trevose               | PA    | 70              | 85              |             |
| Vericast                                | San Antonio           | TX    | 65              | 65              |             |
| Verisk Analytics                        | Jersey City           | NJ    | 45              |                 |             |
| Veritas Technologies LLC                | Santa Clara           | CA    | 75              | 75              |             |
| Veritiv                                 | Atlanta               | GA    | 50              | 80              |             |
| Verizon Communications Inc.             | New York              | NY    | 100             | 100             | 31          |
| VERMEG SARL                             | New York              | NY    | 70              | 60              |             |
| Vertex Pharmaceuticals Inc.             | Boston                | MA    | 100             | 100             | 400         |
| VF Corp.                                | Denver                | CO    | 100             | 100             | 355         |
| Viasat Inc                              | Carlsbad              | CA    | 45              | 60              |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|-------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                     |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Viatis                              | Canonsburg            | PA    | 5               | 5               | 267         |
| Victoria's Secret & Co.             | Reynoldsburg          | OH    | 100             | 100             |             |
| Vinson & Elkins LLP                 | Houston               | TX    | 80              | 95              |             |
| Virgin Galactic, LLC                | Tustin                | CA    | 90              |                 |             |
| Virgin Orbit                        | Long Beach            | CA    | 55              | 55              |             |
| Visa                                | San Francisco         | CA    | 100             | 100             | 135         |
| Vision Service Plan                 | Rancho Cordova        | CA    | 25              | 25              |             |
| Vistra Corp.                        | Irving                | TX    | 50              | 60              | 283         |
| Vivint Smart Home Inc.              | Provo                 | UT    | 50              | 50              |             |
| Vizient Inc.                        | Irving                | TX    | 100             | 100             |             |
| VML                                 | Kansas City           | MO    | 60              | 60              |             |
| VMware Inc.                         | Palo Alto             | CA    | 85              | 100             |             |
| Volkswagen Group of America Inc.    | Herndon               | VA    | 50              | 50              |             |
| Vontier Corporation                 | Raleigh               | NC    | 100             | 95              |             |
| Vorys, Sater, Seymour and Pease LLP | Columbus              | OH    | 100             | 100             |             |
| Vox Media Inc.                      | Washington            | DC    | 100             | 100             |             |
| Voya Financial                      | New York              | NY    | 100             | 100             | 487         |
| Vulcan Materials Co.                | Birmingham            | AL    | 0               |                 | 472         |
| Vynamic LLC                         | Philadelphia          | PA    | 100             | 100             |             |
| W. L. Gore & Associates Inc.        | Newark                | DE    | 100             | 100             |             |
| W.R. Berkley                        | Greenwich             | CT    | 0               | 0               | 340         |
| W.W. Grainger Inc.                  | Lake Forest           | IL    | 100             | 100             | 248         |
| Wabtec Corporation                  | Pittsburgh            | PA    | 100             | 100             | 407         |
| Wachtell, Lipton, Rosen & Katz      | New York              | NY    | 25              | 50              |             |
| Waddell & Reed Financial Inc.       | Overland Park         | KS    | 65              | 65              |             |
| Walgreen Co.                        | Deerfield             | IL    | 100             | 95              | 28          |
| Walker & Dunlop, LLC                | Bethesda              | MD    | 100             | 90              |             |
| Walmart Inc.*                       | Bentonville           | AR    | 90              | 100             | 1           |
| The Walt Disney Company             | Burbank               | CA    | 100             | 100             | 47          |
| Warby Parker                        | New York              | NY    | 100             | 100             |             |
| Warner Bros. Discovery              | New York              | NY    | 95              | 65              | 106         |
| Warner Music Group                  | New York              | NY    | 100             | 100             |             |
| Washington Permanente Medical Group | Renton                | WA    | 45              | 45              |             |
| Waste Management Inc.               | Houston               | TX    | 5               |                 | 199         |
| Waters Corp.                        | Milford               | MA    | 100             | 100             |             |
| Watsco, Inc.                        | Miami                 | FL    | 5               |                 | 489         |
| Wawa Inc.                           | Wawa                  | PA    | 95              | 60              |             |
| Wayfair                             | Boston                | MA    | 75              | 75              | 346         |
| WE Communications                   | Bellevue              | WA    | 100             | 100             |             |
| Weave Communications, Inc.          | Lehi                  | UT    | 75              |                 |             |
| WEC Energy Group                    | Milwaukee             | WI    | 5               |                 | 435         |
| Weil, Gotshal & Manges LLP          | New York              | NY    | 100             | 100             |             |
| Wellington Management Company, LLP  | Boston                | MA    | 75              | 90              |             |
| Wellmark Inc.                       | Des Moines            | IA    | 75              | 90              |             |
| Wells Fargo & Co.                   | San Francisco         | CA    | 100             | 100             | 34          |
| The Wendy's Co.                     | Dublin                | OH    | 100             | 95              |             |
| Werner Enterprises, Inc.            | Omaha                 | NE    | 20              | 35              |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|-----------------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                         |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| WESCO International Inc.                | Pittsburgh            | PA    | 90              | 85              | 183         |
| West Monroe Partners LLC                | Chicago               | IL    | 100             | 100             |             |
| West Pharmaceutical Services, Inc.      | Exton                 | PA    | 65              |                 |             |
| West Technology Group                   | Omaha                 | NE    | 70              | 70              |             |
| Western & Southern Financial Group      | Cincinnati            | OH    | 0               | 0               | 284         |
| Western Digital Corp.                   | San Jose              | CA    | 70              | 85              | 334         |
| The Western Union Co.                   | Denver                | CO    | 90              | 90              |             |
| Westlake Chemical                       | Houston               | TX    | 5               | 5               | 326         |
| WeWork Management LLC                   | New York              | NY    | 20              | 30              |             |
| Weyerhaeuser Co.                        | Seattle               | WA    | 95              | 70              | 476         |
| Whirlpool Corp.                         | Benton Harbor         | MI    | 100             | 100             | 208         |
| White & Case LLP                        | New York              | NY    | 90              | 90              |             |
| Wiley Rein LLP                          | Washington            | DC    | 100             | 95              |             |
| Willamette Dental Group                 | Hillsboro             | OR    | 100             | 85              |             |
| William Blair & Company LLC             | Chicago               | IL    | 100             | 100             |             |
| Williams & Connolly LLP                 | Washington            | DC    | 60              | 60              |             |
| Williams Companies Inc.                 | Tulsa                 | OK    | 100             | 90              | 371         |
| Williams Mullen Clark & Dobbins         | Richmond              | VA    | 100             | 100             |             |
| Williams-Sonoma Inc.                    | San Francisco         | CA    | 90              | 85              | 474         |
| Willis Towers Watson                    | Arlington             | VA    | 100             | 100             |             |
| Willkie Farr & Gallagher LLP            | New York              | NY    | 100             | 100             |             |
| Wilmer Cutler Pickering Hale & Dorr LLP | Washington            | DC    | 100             | 75              |             |
| Wilson Sonsini Goodrich & Rosati PC     | Palo Alto             | CA    | 100             | 100             |             |
| Windstream Corp.                        | Little Rock           | AR    | 40              | 40              |             |
| Winston & Strawn LLP                    | Chicago               | IL    | 100             | 100             |             |
| Wipfli LLP                              | Wauwatosa             | WI    | 100             |                 |             |
| Wipro Ltd.                              | East Brunswick        | NJ    | 70              | 70              |             |
| WithumSmith+Brown, PC                   | Princeton             | NJ    | 95              | 75              |             |
| Wolfspeed, Inc.                         | Durham                | NC    | 85              | 80              |             |
| Womble Bond Dickinson (US) LLP          | Winston-Salem         | NC    | 100             | 100             |             |
| Wood                                    | Houston               | TX    | 25              | 25              |             |
| Woodard & Curran, Inc.                  | Portland              | ME    | 40              | 50              |             |
| Workday Inc.                            | Pleasanton            | CA    | 100             | 100             | 490         |
| World Kinect Corporation                | Miami                 | FL    | 5               |                 | 93          |
| World Wide Technology, Inc.             | St. Louis             | MO    | 95              | 85              |             |
| WPP Group USA                           | New York              | NY    | 95              | 70              |             |
| Wunderkind Corporation                  | New York              | NY    | 60              | 60              |             |
| Wyndham Hotels & Resorts Inc.           | Parsippany            | NJ    | 65              | 80              |             |
| Wynn Resorts Ltd.                       | Las Vegas             | NV    | 35              | 35              |             |
| Xcel Energy Inc.                        | Minneapolis           | MN    | 100             | 100             | 302         |
| Xerox Corp.                             | Norwalk               | CT    | 100             | 100             |             |
| Xperi Inc.                              | San Jose              | CA    | 100             | 95              |             |
| XPO Logistics                           | Greenwich             | CT    | 50              | 50              | 475         |
| Xylem Inc.                              | Washington            | DC    | 100             | 100             | 486         |
| Yahoo! Inc.                             | Sunnyvale             | CA    | 95              | 100             |             |
| Yelp Inc.                               | San Francisco         | CA    | 100             | 100             |             |
| Yext Inc.                               | New York              | NY    | 95              | 85              |             |

**Employers with Asterisks** / Employers with asterisks have stated they are no longer submitting information to the HRC Foundation's CEI survey.

**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          |                 |             |
|---------------------------------|-----------------------|-------|-----------------|-----------------|-------------|
|                                 |                       |       | 2025 CEI Rating | 2023 CEI Rating | Fortune 500 |
| Young's Market Co.              | Tustin                | CA    | 30              | 30              |             |
| Yum China Holdings              | Plano                 | TX    | 5               | 5               | 368         |
| Yum! Brands Inc.                | Louisville            | KY    | 100             | 55              |             |
| Zara USA Inc.                   | New York              | NY    | 95              | 90              |             |
| Zebra Technologies Corporation  | Lincolnshire          | IL    | 100             | 100             |             |
| Zelis Healthcare, LLC           | Boston                | MA    | 100             |                 |             |
| Zendesk Inc                     | San Francisco         | CA    | 65              | 65              |             |
| ZF North America                | Livonia               | MI    | 30              | 30              |             |
| Ziff Davis                      | New York              | NY    | 100             | 100             |             |
| Zillow Group                    | Seattle               | WA    | 100             | 80              |             |
| Zimmer Biomet Holdings Inc.     | Warsaw                | IN    | 100             | 100             | 484         |
| Zions Bancorporation, N.A.      | Salt Lake City        | UT    | 60              | 25              |             |
| Zoetis Inc.                     | Parsippany            | NJ    | 100             | 100             | 445         |
| Zoom Video Communications, Inc. | San Jose              | CA    | 20              | 45              |             |
| ZS Associates Inc.              | Evanston              | IL    | 100             | 100             |             |
| Zurich North America            | Schaumburg            | IL    | 100             | 100             |             |