



CORPORATE EQUALITY INDEX 2006

A Report Card on Gay, Lesbian, Bisexual and Transgender Equality in Corporate America



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION

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Dear Readers,

I am happy to share with you our fifth annual Corporate Equality Index, which examines and evaluates corporate policies affecting gay, lesbian, bisexual and transgender employees throughout the country.

This year's report is remarkable because it illustrates that the business community continues to create supportive and inclusive work environments for hundreds of thousands of GLBT Americans.

When it comes to achieving the top score on this year's CEI, the trend can be summed up in one word: Competition. We are seeing a vigorous effort by companies to match or exceed others in their industry on fairness and inclusion for GLBT Americans. For example, last year Raytheon Co. was the sole star of the aerospace industry. This year, three of its competitors stepped up and also earned a perfect score. And while in 2005 two of the major auto companies earned the top grade, this year, that number doubled to four. A similar trend was found

among law firms and companies in the pharmaceuticals and consulting industries.

The Human Rights Campaign Foundation Workplace Project provides the resources and benchmarking that help make these changes possible. CEOs monitor their scores and those of their competitors closely. They know that a good CEI score means a healthier work environment, greater productivity and the ability to recruit top talent. They also know that a bad score is bad for the bottom line.

I am incredibly encouraged and optimistic about the findings in this report. It is an amazing sign of the ongoing progress we are making toward equality. One day, our country will be a place where every employee will be judged solely on his or her contributions and every company will strive to be fair and welcoming. But, until that day, the Human Rights Campaign Foundation will continue to offer our expertise, our resources and our experience to help companies move forward.

Sincerely,



Joe Solmonese
President, Human Rights Campaign Foundation

LETTER
FROM HRC PRESIDENT

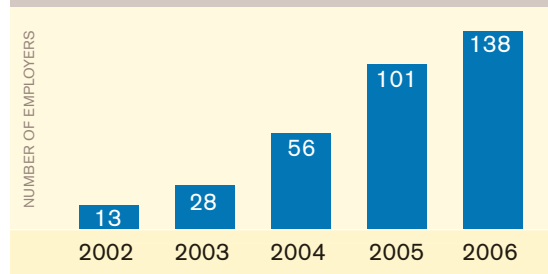
More companies than ever sought and achieved a perfect score in the Human Rights Campaign Foundation's Corporate Equality Index in 2006.

A total of 138 companies received the top rating of 100 percent this year — a tenfold increase from when the CEI was first launched in 2002 with 13 companies receiving the highest rating.

To maintain a perfect rating in 2006 (or, in some cases, obtain a rating for the first time), America's largest corporations are instituting significantly more comprehensive workplace policies for gay, lesbian, bisexual and transgender employees. In all of the policy and benefits areas that were measured, this report reveals double-digit increases in the number of companies adhering to the criteria.

Some of the biggest gains were in criteria added to the CEI for the first time in 2006, such as transgender wellness benefits and domestic partner benefits. A concerted effort by GLBT employee groups and executives to educate themselves and their peers reflects a strong desire, common in organizations, to move at a heightened pace to implement policies and work to publicize them.

Figure 1. Numbers of Companies with Perfect Scores



In certain industries, companies that reached 100 percent last year tripped a domino effect that led to the adoption of inclusive policies at other companies within the industry. In 2006, law firms and companies in the aerospace and defense, consulting services and pharmaceuticals industries moved in lockstep, behind industry leaders, to change their workplaces for GLBT employees.

Meanwhile, the most progressive companies seek out GLBT employees and suppliers. But today, they're not aiming to serve up discrimination — as may have been the case in years past. Instead, the companies are trying to identify GLBT employees on a voluntary basis for leadership development opportunities and expand their supplier diversity programs to include GLBT-owned businesses.

GLBT inclusiveness is a critical component of our objective to be the employer of choice, service provider of choice, business partner of choice and neighbor of choice globally.

— Ana Duarte McCarthy, chief diversity officer, Citigroup

In 2006, 138 companies received a perfect score on the HRC Corporate Equality Index — a tenfold increase from the number that scored 100 percent at the CEI's inception in 2002.

The increase comes on top of new criteria that were added to the CEI in 2006. These criteria include domestic partner benefits beyond health insurance, such as retirement benefits, leave policies and other perks, and supportive guidelines and wellness benefits for transgender employees.

Table 1. Companies Scoring 100 Percent on the 2006 Corporate Equality Index

Adobe Systems Inc.	San Jose	CA	Carlson Companies Inc.	Minnetonka	MN
Aetna Inc.	Hartford	CT	Charles Schwab Corp., The	San Francisco	CA
Agere Systems Inc.	Allentown	PA	Chevron Corp.	San Ramon	CA
Agilent Technologies Inc.	Palo Alto	CA	ChoicePoint Inc.	Alpharetta	GA
Allianz Life Insurance Co. of North America	Minneapolis	MN	Chubb Corp.	Warren	NJ
Alston & Bird LLP	Atlanta	GA	CIGNA Corp.	Philadelphia	PA
American Express Co.	New York	NY	Cisco Systems Inc.	San Jose	CA
AMR Corp.	Fort Worth	TX	Citigroup Inc.	New York	NY
Anheuser-Busch Companies Inc.	St. Louis	MO	Clear Channel Communications Inc.	San Antonio	TX
Apple Computer Inc.	Cupertino	CA	Clorox Company	Oakland	CA
Arnold & Porter	Washington	DC	CMP Media LLC	Manhasset	NY
AT&T Inc.	San Antonio	TX	CNA Insurance	Chicago	IL
Avaya Inc.	Basking Ridge	NJ	Coca-Cola Company	Atlanta	GA
Bain & Company Inc.	Boston	MA	Consolidated Edison Co.	New York	NY
Bank of America Corp.	Charlotte	NC	Coors Brewing Company	Golden	CO
Bausch & Lomb Inc.	Rochester	NY	Corning Inc.	Corning	NY
BellSouth Corp.	Atlanta	GA	Credit Suisse Securities (USA) LLC	New York	NY
Best Buy Co. Inc.	Richfield	MN	Cummins Inc.	Columbus	IN
Boeing Co.	Chicago	IL	DaimlerChrysler Corp.	Auburn Hills	MI
BP America	Warrenville	IL	Dell Inc.	Round Rock	TX
Bright Horizons Family Solutions Inc.	Watertown	MA	Deloitte & Touche USA LLP	New York	NY
Bristol-Myers Squibb Co.	New York	NY	Deutsche Bank	New York	NY
California State Automobile Association	San Francisco	CA	Dorsey & Whitney	Minneapolis	MN
Capital One Financial Corp.	McLean	VA	Dow Chemical Co.	Midland	MI
Cargill Inc.	Wayzata	MN	DuPont (E. I. du Pont de Nemours)	Wilmington	DE
			Eastman Kodak Co.	Rochester	NY

FINDINGS:

Table 1. Companies Scoring 100 Percent on the 2006 Corporate Equality Index (continued)

Eli Lilly & Co.	Indianapolis	IN	MetLife Inc.	New York	NY
Ernst & Young LLP	New York	NY	Microsoft Corp.	Redmond	WA
Estée Lauder Companies	New York	NY	Mitchell Gold + Bob Williams	Taylorsville	NC
Faegre & Benson	Minneapolis	MN	Morgan Stanley	New York	NY
Fannie Mae	Washington	DC	Morrison & Foerster LLP	San Francisco	CA
Ford Motor Co.	Dearborn	MI	Motorola Inc.	Schaumburg	IL
Freescale Semiconductor Inc.	Austin	TX	Nationwide	Columbus	OH
Gap Inc.	San Francisco	CA	NCR Corp.	Dayton	OH
General Mills Inc.	Minneapolis	MN	New York Times Co.	New York	NY
General Motors Corp.	Detroit	MI	Nike Inc.	Beaverton	OR
GlaxoSmithKline PLC	Philadelphia	PA	Nixon Peabody LLP	Rochester	NY
Global Hyatt Corp.	Chicago	IL	Nordstrom Inc.	Seattle	WA
Goldman Sachs Group Inc., The	New York	NY	Northrop Grumman Corp.	Los Angeles	CA
Google Inc.	Mountain View	CA	Orrick, Herrington & Sutcliffe	San Francisco	CA
Harvard Pilgrim Health Care Inc.	Wellesley	MA	Owens Corning	Toledo	OH
Heller Ehrman LLP	San Francisco	CA	PepsiCo Inc.	Purchase	NY
Hewitt Associates	Lincolnshire	IL	Pfizer Inc.	New York	NY
Hewlett-Packard Co.	Palo Alto	CA	PG&E Corp.	San Francisco	CA
Honeywell International Inc.	Morristown	NJ	Pillsbury Winthrop Shaw Pittman LLP	San Francisco	CA
Hospira Inc.	Lake Forest	IL	Powell Goldstein LLP	Atlanta	GA
ING North America Insurance Corp.	Atlanta	GA	PricewaterhouseCoopers LLP	New York	NY
Intel Corp.	Santa Clara	CA	Prudential Financial Inc.	Newark	NJ
International Business Machines Corp.	Armonk	NY	Raytheon Co.	Waltham	MA
Intuit Inc.	Mountain View	CA	Replacements Ltd.	McLeansville	NC
J.P. Morgan Chase & Co.	New York	NY	S.C. Johnson & Son Inc.	Racine	WI
Jenner & Block LLP	Chicago	IL	Schering-Plough Corp.	Kenilworth	NJ
Johnson & Johnson	New Brunswick	NJ	Sears Holdings Corporation	Hoffman Estates	IL
Kaiser Permanente	Oakland	CA	Sempra Energy	San Diego	CA
Keyspan Corp	Brooklyn	NY	Sprint Nextel Corp.	Reston	VA
Kimpton Hotel & Restaurant Group Inc.	San Francisco	CA	Starcom MediaVest Group	Chicago	IL
KPMG LLP	New York	NY	Starwood Hotels & Resorts Worldwide	White Plains	NY
Kraft Foods Inc.	Northfield	IL	State Street Corp.	Boston	MA
Lehman Brothers Holdings	New York	NY	Sun Microsystems Inc.	Santa Clara	CA
Levi Strauss & Co.	San Francisco	CA	SunTrust Banks Inc.	Atlanta	GA
Lexmark International Inc.	Lexington	KY	Tech Data Corp.	Clearwater	FL
Liz Claiborne Inc.	North Bergen	NJ	The Olivia Companies LLC	San Francisco	CA
Lucent Technologies Inc.	Murray Hill	NJ	US Airways Group Inc.	Phoenix	AZ
McDermott Will & Emery LLP	Chicago	IL	Viacom Inc.	New York	NY
McKinsey & Co. Inc.	New York	NY	Visa International	Foster City	CA
Mellon Financial Corp.	Pittsburgh	PA	Volkswagen of America Inc.	Auburn Hills	MI
Merck & Co. Inc.	Whitehouse Station	NJ	Wachovia Corp.	Charlotte	NC
Merrill Lynch & Co.	New York	NY	Walgreens Co.	Deerfield	IL
			Wells Fargo & Co.	San Francisco	CA
			Whirlpool Corp.	Benton Harbor	MI
			Xerox Corp.	Stamford	CT

In August 2005, only 69 companies had all the necessary policies in place to achieve a perfect score in 2006. Ultimately, 138 companies would go on to receive a perfect score this year. As shown in Table 2, the addition of new criteria to the CEI sparked a

remarkable effort by GLBT employees and executives alike to modify the benefits and employment policies at their companies, resulting in twice as many companies at 100 percent by the time this report was published.

Table 2. Advances in All Policy Areas (Total Rated Companies: 446)

* Denotes new criterion in 2006.

Policy Area	No. of Companies with Policy, 2006	No. of Companies with Policy, 2005	Percent Change
1a. Prohibits discrimination based on sexual orientation	436	385	+13%
1b. Provides diversity training covering sexual orientation	391	328	+19
2a. Prohibits discrimination based on gender identity and/or expression	203	116	+75
2b. Provides diversity training covering gender identity OR has supportive gender transition guidelines in place*	261	194	+35
2c. Offers at least one transgender wellness benefit*	303	185	+64
3a. Offers domestic partner health insurance	388	330	+18
3b. Offers domestic partners dental, vision, COBRA and dependent coverage benefits*	315	235	+34
3c. Offers at least three other "soft" benefits for domestic partners*	344	249	+38
4. Has company-supported employee resource group OR firm-wide diversity council	361	300	+20
5. Engages in appropriate and respectful advertising, marketing or philanthropy	357	313	+14

Note: Further explanation of the criteria can be found in the Methodology (see p. 11).

Breadth of Change

Domestic Partner Benefits

In June 2006, the HRC Foundation reported that, for the first time, more than half of Fortune 500 companies offered domestic partner health benefits to their employees. The Corporate Equality Index shows that many companies are also expanding eligibility for benefits such as dental, vision, dependent medical and COBRA continuation coverage. The number of rated companies offering these types of benefits jumped by 34 percent this year.

In addition, eligibility for benefits such as Family and Medical Leave Act and bereavement leave, retirement benefits and employee discounts has also expanded to include domestic partners. Thirty-eight percent more companies rated by the CEI offer this type of benefits compared to last year.

The company policies most often extended to domestic partners include bereavement leave (71 percent of rated companies), relocation assistance (63 percent) and FMLA-like leave (60 percent).

Gender Transition Guidelines

Among the CEI-rated companies this year, 65 have written gender transition guidelines, a 124 percent increase from 2005, when 29 companies had them.

The guidelines are designed to be used by human resources offices and direct managers if an employee transitions on the job to ensure consistent treatment across the organization's operations.

Supportive gender transition guidelines should:

- Reinforce the organization's non-discrimination and anti-harassment policies;

- Provide educational and other resources for the employee, human resources and the employee's manager and co-workers;
- Delineate procedures for managing the logistics of the employee's transition including restroom access and changes in employee records;
- Involve senior management to demonstrate support for the transitioning employee; and
- Prescribe diversity training for the employee's team of co-workers, management and clients.

Transgender Wellness Benefits

Typical insurance policies exclude gender identity-related treatments. Companies were asked to examine their insurance policies, looking for specific exclusions of treatment related to gender identity and/or expression. While there are often contradictions in what is covered, some major insurers provide the option for employers to include such coverage in their insurance plans. Two insurers are Aetna and CIGNA.

Of those companies that met this criterion (2c):

- 81 percent provide mental health benefits for counseling by a mental health professional
- 30 percent provide pharmacy benefits for hormone therapy
- 34 percent cover medical visits and lab procedures related to hormone therapy
- 28 percent provide health benefits for surgical procedures
- 64 percent provide short-term leave for surgical procedures

A total of 67 companies indicated that they provided all benefits without exclusion to their transgender employees.

Three companies received a score of 0 percent on the Corporate Equality Index: oil giant ExxonMobil,

grocery chain Meijer Inc. and high-tech consulting firm Perot Systems. None of these companies has taken positive steps toward GLBT employees, and in two cases they have rescinded GLBT-inclusive policies.

ExxonMobil has the dubious distinction of being the only U.S. company to have rolled back both benefits eligibility for its employees' domestic partners and a non-discrimination policy inclusive of sexual orientation. When Exxon purchased Mobil in 1999, Mobil had specifically included sexual orientation in its non-discrimination policy and offered benefits to domestic partners. Exxon did neither. Mobil's employees lost the protections and the domestic partner benefits program was closed to new applicants when they were brought under Exxon's policies. Since then, the company has consistently refused to add sexual orientation to its non-discrimination policy despite shareholder attempts. Instead of modifying its written policy for its employees, the company simply professes to its shareholders that it does not discriminate.

And when Ross Perot returned from the campaign trail in 1998 to head up tech consulting firm Perot Systems, he made the company the first firm to cease offering benefits to employees' domestic partners.

Next Practices

Supplier diversity managers are increasingly focusing their programs toward GLBT-owned businesses. A total of 265 businesses indicated that they have supplier diversity programs, and 17 percent of those programs include GLBT-owned companies, up from 12 percent last year. The National Gay and Lesbian Chamber of Commerce has developed a certification process for GLBT-owned businesses and advocates for inclusive supplier diversity programs in corporations.

Unlike other diversity categories, such as race and gender, employers are not required to collect statistics on the number of GLBT people they employ. Many, however, have begun to do so as a means of tracking leadership development and diversity indicators. Of the 446 companies that were rated on the CEI, 73 — or 16 percent — indicated that they allow employees to voluntarily disclose their sexual orientation or gender identity through human resources surveys.

The HRC platform for inclusion is an important social and business issue of today, and is consistent with IBM's goal to have the most talented workforce and remain the company of choice in the marketplace.

— Ted Childs, vice president, Global Workforce Diversity, IBM Corp.

Four industries – aerospace and defense, consulting and business services, pharmaceuticals and law firms – had dramatic growth this year in the number of companies that scored 100 percent on the HRC Corporate Equality Index.

This growth was sparked, in many cases, by an early adopter in the industry, a company that took the lead in implementing GLBT-inclusive policies.

In 2005, Raytheon Co. became the first aerospace and defense contractor to score 100 percent on the CEI. This year, the company was joined by three more: Boeing Co., Honeywell International Inc. and Northrop Grumman Corp. Three of the country's top five defense contractors (as rated by *Defense News*) — Boeing, Northrop Grumman and Raytheon — scored 100 percent on the CEI.

Among consulting firms, Ernst & Young became the first to achieve a 100 percent score in 2005, followed quickly by KPMG. This year, five more firms achieved a perfect score: Bain & Company, Deloitte & Touche, Hewitt Associates, McKinsey & Co. and PricewaterhouseCoopers.

In the pharmaceuticals industry, the number of companies at 100 percent more than doubled. In 2005,

three companies had 100 percent: Pfizer, Johnson & Johnson and GlaxoSmithKline. In 2006, they were joined by Bristol-Myers Squibb, Eli Lilly, Hospira, Merck & Co. and Schering-Plough.

In 2006, the HRC Foundation surveyed the American Lawyer 100, a listing of the 100 largest law firms in the country, for the first time. As a result, the number of law firms rated on the CEI jumped this year from seven to 29 with 12 scoring 100 percent.

Also in 2006, all of the Big Three automakers — DaimlerChrysler, General Motors and Ford — achieved a perfect score, as did Volkswagen of America.

Of the 31 industries represented by companies rated on the CEI, only five have no companies scoring 100 percent: engineering and construction, forest and paper products, mail and freight delivery, tobacco and transportation.

**One word:
competitiveness.
It's not just a nice-to-do thing.
It's a requirement to be
successful
in the private sector.**

– **John Hassell, director for federal and state government affairs, Hewlett-Packard Co., asked why his company supported GLBT-inclusive workplaces**



**EQUALITY:
BY INDUSTRY & GEOGRAPHY**

Table 3. Performance by Industry (Average Across All Industries: 76 percent)

Industry	Industry Average Score	No. of Companies Scoring 100 Percent
Advertising and Marketing	61	1
Aerospace and Defense	85	4
Airlines	83	2
Apparel, Fashion, Textiles, Dept. Stores	74	5
Automotive	63	4
Banking and Financial Services	85	19
Chemicals and Biotechnology	70	2
Computer and Data Services	61	2
Computer Hardware and Office Equipment	79	8
Computer Software	80	3
Consulting, Business Services	89	7
Engineering and Construction	54	0
Entertainment and Electronic Media	83	3
Food, Beverages and Groceries	68	7
Forest and Paper Products	75	0
Health Care	81	5
High-Tech/Photo/Science Equipment	78	10
Hotels, Resorts and Casinos	89	5
Insurance	79	8
Law Firms	87	12
Mail and Freight Delivery	58	0
Manufacturing	60	2
Oil and Gas	71	2
Pharmaceuticals	81	8
Publishing and Printing	62	2
Retail and Consumer Products	72	9
Telecommunications	79	3
Tobacco	90	0
Transportation and Travel	75	0
Utilities	67	4

Table 4. Number of Companies Scoring 100 Percent by Headquarters Location

State	Companies Scoring 100 Percent on the CEI in 2006	State	Companies Scoring 100 Percent on the CEI in 2006
New York	30	District of Columbia	2
California	27	Indiana	2
Illinois	13	Virginia	2
New Jersey	9	Washington	2
Georgia	7	Arizona	1
Minnesota	7	Colorado	1
Michigan	6	Delaware	1
Massachusetts	5	Florida	1
Texas	5	Kentucky	1
North Carolina	4	Missouri	1
Pennsylvania	4	Oregon	1
Ohio	3	Wisconsin	1
Connecticut	2		

The HRC Corporate Equality Index is intended to serve as a road map to help corporate diversity leaders stay on top of gay, lesbian, bisexual and transgender workplace equality.

As such, the Human Rights Campaign is committed to staying ahead of the curve on GLBT diversity initiatives by incrementally raising the bar on the criteria that are factored into the index — and, just as importantly, providing the tools for employers to meet them. Our ultimate goal is to keep the index’s criteria rigorous, but also fair and achievable, so that all companies achieve 100 percent scores on the CEI.

Transparency of the rating system and advance notice — at least 12 months — of any changes are paramount to HRC’s philosophy. Since 2002, HRC has been surveying companies on nearly 50 indicators of GLBT workplace equality that were not included in the rating scheme. In 2004, HRC proposed a set of changes that would take effect in 2006, contingent on the success of our ongoing data collection and conversations with leaders at the most advanced companies on what changes made the most sense.

Also essential to the rating scheme is measuring parity. Rather than penalizing companies for not providing certain benefits to any employees, the Corporate Equality Index looks to companies to provide equal benefits to the families of both married heterosexual employees and GLBT employees. The following indicators made up the rating system in 2006.

Corporate Equality Index: 2006 Scoring Mechanism	Points Awarded in 2005	Points Awarded in 2006
1. a. Non-discrimination policy includes sexual orientation b. Diversity training including sexual orientation offered	14 7*	15 5
2. a. Non-discrimination policy includes gender identity and/or expression b. Diversity training including gender identity offered OR supportive gender transition guidelines in place* c. Parity in <i>at least one</i> transgender wellness benefit* (Including counseling by a mental health professional, pharmacy benefits covering hormone therapy, medical visits to monitor the effects of hormone therapy and other associated lab procedures, medically necessary surgical procedures such as hysterectomy or short-term disability leave for surgical procedures)	14 7*	15 5 5



**THE 2006
HRC CORPORATE EQUALITY INDEX
RATING SYSTEM & METHODOLOGY**

	Points Awarded in 2005	Points Awarded in 2006
3. a. Company-provided domestic partner health insurance b. Parity in COBRA, dental, vision and domestic partners' legal dependent coverage* c. Parity in <i>at least three</i> other domestic partner benefits* (Including FMLA-like leave, [†] bereavement leave, [†] employer-provided supplemental life insurance for a partner, relocation/travel assistance, adoption assistance, qualified joint and survivor annuity for domestic partners, qualified pre-retirement survivor annuity for domestic partners, retiree health care benefits or employee discounts)	14	15 5 5
4. Company-supported GLBT employee resource group or firm-wide diversity council that includes GLBT issues, or: Company would support a GLBT employee resource group with company resources if employees expressed an interest (counts for half credit)	14	15
5. Engages in appropriate and respectful advertising and marketing or sponsors GLBT community events or organizations	14	15
6. Engages in action that would undermine the goal of GLBT equality** <i>Companies that did not engage in such activity previously received 14 points for this category. In 2006, companies that do engage in such activity lose 15 points, with a minimum possible total score of 0.</i>	14	-15
Total	100	100

* New criteria for 2006.

** Companies found engaging in activities that would undermine GLBT equality have 15 points removed from their score. Previously, companies found engaging in such activities received 0 points for this category; companies not found engaging in such activities received 14 points.

[†] Benefit provided to the employee *on behalf of* the employee's same-sex domestic partner.

[‡] Criteria were combined in 2005 for a total of 14 points.

In 2006, the Human Rights Campaign also adjusted how it calculates the Corporate Equality Index score. The most significant change in this area is how HRC treats the sole negative criterion: whether companies engage in corporate actions that undermine the goal of gay, lesbian, bisexual and transgender equal rights. Since the CEI's launch in 2002, HRC has automatically awarded companies points on this measure if it found no evidence that the company had engaged in action that would undermine the goal of equal rights for GLBT people. Beginning in 2006, companies did not receive points automatically. Instead, HRC deducted 15 points from the scores of companies that engaged in actions that undermine equality.

Methodology

In 2006, the Human Rights Campaign Foundation Workplace Project surveyed the Fortune 1000, Standard & Poor's 500, Forbes' list of the 200 largest privately held firms, the American Lawyer 100 and any other company with 500 or more employees that requested a rating or for which HRC had sufficient data to derive a score. The 2006 survey was mailed in February to the chief executive officer, the head of human resources and any other contacts at a company who requested it. A total of 1,520 companies were surveyed in 2006. Once preliminary scores were tabulated, letters were sent to each company in July,

informing it of its score and asking it to provide HRC with any additional information or updates.

A total of 318 companies returned surveys. In the end, 446 companies were rated. The HRC Foundation did not rely solely on self-reporting to rate companies. Instead, it employed a team of researchers to investigate and cross-check corporate policies and practices. The team scrutinized filings with the Securities and Exchange Commission to track connections between companies' significant shareholders and any anti-gay organizations or activities. When ties were found between major shareholder and anti-gay activities, the information is footnoted in this report, but it does not impact a company's score.

HRC staff also reviewed Internal Revenue Service 990 forms for foundation gifts to anti-gay groups and searched case law and news accounts to ascertain whether allegations of discrimination on the basis of sexual orientation and/or gender identity or expression had been brought against any of these corporations.

These data were supplemented by the HRC Workplace Project, which since 1995 has collected information on U.S. employers and today maintains the most accurate and extensive database of policies regarding the GLBT community. Finally, data were included from the former *glvIndex* and *glvReports.com*, which conducted similar annual surveys of the same set of corporations from 1993 until HRC acquired that index in 2001. News accounts, employee resource groups and individuals provided another level of data in determining corporate policies. Companies are not rated until all appropriate information has been gathered and verified.

The index was originally inspired, and continues to be guided in part, by the Equality Principles, 10 benchmarks for companies seeking to demonstrate a commitment to equal treatment of GLBT employees, consumers and investors. The Equality Principles were developed in 1992 by the Equality Project, and are endorsed by many leading GLBT advocacy organizations in the United States including the Human Rights Campaign, the National Gay and Lesbian Task Force, Out & Equal Workplace Advocates, Pride at Work, the Gay and Lesbian Alliance Against Defamation, the National Gay and Lesbian Chamber of Commerce and others including several public

pension funds, religious leaders and elected officials. In general, companies that score 100 percent on the CEI are abiding by the Equality Principles.

Equality Project's Equality Principles

1. The company will prohibit discrimination based on sexual orientation and gender expression or gender identity as part of its written employment policy statement.
2. The company will disseminate its written employment policy statement company-wide.
3. The company will not tolerate discrimination on the basis of any employee's actual or perceived health condition, status or disability.
4. The company will offer equal health insurance and other benefits to employees to cover their domestic partners regardless of the employee's marital status, sexual orientation, gender expression or gender identity.
5. The company will include discussions of sexual orientation, gender expression and gender identity as part of its official employee diversity and sensitivity training communications.
6. The company will give employee groups equal standing, regardless of sexual orientation, gender identity or gender expression.
7. The company advertising policy will avoid the use of negative stereotypes based on sexual orientation, gender identity or gender expression.
8. The company will not discriminate in its advertising, marketing or promotion of events on the basis of sexual orientation, gender expression or gender identity.
9. The company will not discriminate in the sale of its goods or services on the basis of sexual orientation, gender expression or gender identity.
10. The company will not bar charitable contributions to groups and organizations on the basis of sexual orientation, gender expression or gender identity, nor will it support groups opposed to such rights.

The HRC Corporate Equality Index is a broad measure of corporate policies and practices toward the GLBT community, and each company's rating should be viewed as a composite of its activity over the last several years. While some components of the index, such as non-discrimination policies, do not typically change from year to year, other performance indicators do, such as a company's advertising and event sponsorship. Even after scrupulous data collection and careful consideration, assigning a grade to measure how fairly a corporation that may employ tens of thousands of people treats GLBT individuals involves some degree of subjectivity. In the end, HRC realizes that a company's Corporate Equality Index score can-

not convey all the nuances of its performance on these issues. For more detailed explanations of corporate practices, readers should consult the HRC Workplace Project website (www.hrc.org/workplace).

The goal of the Human Rights Campaign Foundation Workplace Project is to assist all companies in improving their policies and climates for GLBT employees. To those ends, HRC offers continually updated resources for employers on each of the criteria covered by the CEI. HRC encourages companies interested in participating in the Corporate Equality Index to contact HRC Workplace Project at workplace@hrc.org.

The Human Rights Campaign Foundation Workplace Project is a national source of information and guidance on gay, lesbian, bisexual and transgender issues in the workplace.

The project produces timely and accurate research on issues confronting employers on GLBT diversity initiatives. It provides decision makers with cutting-edge research, expert counsel, online resources, best practice information and on-site training and education. Project staff act as business consultants for diversity professionals seeking to position their companies as employers of choice. Staff serve as trusted allies to hundreds of executives in corporate America. The project also makes available the expertise of the HRC Business Council for trusted peer-to-peer advice.

Project Staff

Daryl Herrschaft

Director, HRC Workplace Project

Since 1998, Daryl Herrschaft has overseen the Workplace Project of the Human Rights Campaign Foundation. In this capacity, he monitors and evaluates corporate policies surrounding gay, lesbian, bisexual and transgender employees, consumers and investors. He is the author of HRC's annual *Corporate Equality Index* and editor of *The State of the Workplace for Gay, Lesbian, Bisexual and Transgender Americans*.

Herrschaft has consulted with dozens of major corporations on the full range of GLBT-related workplace policies. He has presented HRC findings to diverse audiences and is frequently called upon by national and local media. He has been featured on *washingtonpost.com* and has appeared in *Time* and *The Wall Street Journal* as well as on CNN, National Public Radio and Voice of America. He is a member of the board of directors of San Francisco-based Out & Equal Workplace Advocates. Before joining HRC, Herrschaft was a research associate at the Urban Institute. He holds a bachelor's degree from the George Washington University.

Eric Bloem

Associate Director, HRC Workplace Project

Eric Bloem has directly consulted with dozens of major corporations on the full range of gay, lesbian, bisexual and transgender-related workplace policies. Before joining the Human Rights Campaign Workplace Project, he spent six years as a manager with Accenture, where he provided change management consulting services to many Fortune 500 companies, including Best Buy, Fidelity, Walgreens Co. and Citigroup. Bloem brings with him notable experience helping companies adapt to strategic change. He holds a bachelor's degree in business administration from Bucknell University.

Samir Luther

Manager, HRC Workplace Project

Samir Luther works directly with large employers to implement inclusive workplace policies for gay, lesbian, bisexual and transgender employees. He leads the project's research efforts and is primary author of the Human Rights Campaign Foundation annual report,

ABOUT THE HRC WORKPLACE PROJECT

The State of the Workplace for Gay, Lesbian, Bisexual and Transgender Americans, as well as several papers, including “Domestic Partner Benefits: Employer Trends and Benefits Equivalency for the GLBT Family” and “Workplace Gender Transition Guidelines for Transgender Employees, Managers and Human Resource Professionals.”

Luther has briefed human resources professionals, benefits administrators and congressional staff on the latest trends relating to GLBT employees. He holds a bachelor of science in business administration from Washington University in St. Louis. He joined the Workplace Project of the HRC Foundation in November 2004 as research coordinator.

Jonah Pozen
Assistant, HRC Workplace Project

Jonah Pozen joined the HRC Workplace Project from the Corporate Executive Board, where he

served as an account analyst, providing best practice research and education to executives at more than 200 major corporations and government agencies worldwide, including Wachovia, Washington Mutual, Bank of America, Goldman Sachs, Intel and Citigroup. In addition, he volunteers as the director of corporate development for PAC Rugby, Washington, D.C.’s founding member of the USA Rugby Super League. Pozen holds a bachelor’s degree in psychology from the University of Rochester and a certificate of management studies from the William E. Simon School of Business Administration.

Acknowledgements

Special thanks to HRC Workplace Project interns Andrew King, Sarah Schrag and Michael Privette for meticulous data collection and research. A special thanks to Robin Reed for editorial guidance and Audrey Denson for design.

The Human Rights Campaign Business Council was founded

in 1997. Members provide expert advice and counsel to the HRC Workplace Project on gay, lesbian, bisexual and transgender workplace issues based on their business experience and knowledge.

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APPENDICES

APPENDIX A 2006 Corporate Equality Index Scores, Sorted Alphabetically by Company Name

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Company Name	City	State	Fortune Rank	Forbes Rank	Amlaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
3M Company	St. Paul	MN	101			85	15	5	0	5	5	15	5	5	15	15	0
A.G. Edwards Inc.	St. Louis	MO	665			85	15	5	15	5	5	15	5	5	15	0	0
Abbott Laboratories	Abbott Park	IL	93			50	15	5	0	0	0	15	0	0	0	15	0
Abercrombie & Fitch Co.	New Albany	OH	639			50	15	5	0	0	0	15	0	0	0	15	0
ABN AMRO Holding N.V.	Chicago	IL				65	15	5	0	0	0	15	0	0	15	15	0
Accenture Ltd.	New York	NY				95	15	5	15	0	5	15	5	5	15	15	0
ACNielsen	Schaumburg	IL				50	0	5	0	0	5	15	5	5	15	0	0
Adobe Systems Inc.	San Jose	CA	817			100	15	5	15	5	5	15	5	5	15	15	0
Advanced Digital Information Corp.	Redmond	WA				15	15	0	0	0	0	0	0	0	0	0	0
Advanced Micro Devices	Sunnyvale	CA	367			80	15	5	15	5	5	15	0	5	0	15	0
AEGON Insurance Group	Cedar Rapids	IA				35	0	5	0	0	5	15	5	5	0	0	0
Aetna Inc.	Hartford	CT	91			100	15	5	15	5	5	15	5	5	15	15	0
Affiliated Computer Services	Dallas	TX	471			75	15	5	0	0	0	15	5	5	15	15	0
Agere Systems Inc.	Allentown	PA	904			100	15	5	15	5	5	15	5	5	15	15	0
Agilent Technologies Inc.	Palo Alto	CA	319			100	15	5	15	5	5	15	5	5	15	15	0
Air Products & Chemicals Inc.	Allentown	PA	282			75	15	5	15	0	5	0	0	5	15	15	0
Albertson's Inc.	Boise	ID	47			85	15	5	0	5	5	15	5	5	15	15	0
Allegheny Energy	Greensburg	PA	572			50	0	5	0	5	0	15	5	5	0	15	0
Alliant Energy Corp.	Madison	WI	549			60	15	5	0	0	0	15	5	5	15	0	0
Alliant Techsystems	Edina	MN	638			65	15	5	15	0	5	15	5	5	0	0	0
Allianz Life Insurance Co. of North America	Minneapolis	MN				100	15	5	15	5	5	15	5	5	15	15	0
Allstate Corp., The	Northbrook	IL	58			85	15	5	0	5	5	15	5	5	15	15	0
ALLTEL Corp	Little Rock	AR	251			30	15	5	0	0	5	0	0	5	0	0	0
Alston & Bird LLP	Atlanta	GA		50		100	15	5	15	5	5	15	5	5	15	15	0
Amazon.com Inc.	Seattle	WA	272			65	15	5	0	5	0	15	5	5	15	0	0
American Express Co.	New York	NY	69			100	15	5	15	5	5	15	5	5	15	15	0
American Family Insurance Group	Madison	WI	323			75	15	5	0	0	0	15	5	5	15	15	0
American International Group Inc.	New York	NY	9			30	15	0	0	0	0	15	0	0	0	0	0
American Power Conversion Corp	West Kingston	RI	815			58	15	5	0	5	0	15	5	5	7.5	0	0
Amgen Inc.	Thousand Oaks	CA	181			85	15	5	0	5	5	15	5	5	15	15	0
AMR Corp	Fort Worth	TX	105			100	15	5	15	5	5	15	5	5	15	15	0
Anheuser-Busch Companies Inc.	St. Louis	MO	146			100	15	5	15	5	5	15	5	5	15	15	0
Aon Corp.	Chicago	IL	237			95	15	5	15	0	5	15	5	5	15	15	0
APL Limited	Oakland	CA				30	15	0	0	0	0	15	0	0	0	0	0

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Apple Computer Inc.	Cupertino	CA	159			100	15	5	15	5	5	15	5	5	15	15	0
Applebee's International Inc.	Overland Park	KS				80	15	5	0	0	5	15	5	5	15	15	0
Applied Materials Inc.	Santa Clara	CA	317			73	15	5	0	0	5	15	5	5	7.5	15	0
Aquila	Kansas City	MO	760			35	15	0	15	0	5	0	0	0	0	0	0
Aramark Corp.	Philadelphia	PA	215			80	15	5	0	0	5	15	5	5	15	15	0
Archer Daniels Midland Co.	Decatur	IL	56			15	15	0	0	0	0	0	0	0	0	0	0
Arnold & Porter	Washington	DC			39	100	15	5	15	5	5	15	5	5	15	15	0
AT&T Inc.	San Antonio	TX	39			100	15	5	15	5	5	15	5	5	15	15	0
Automatic Data Processing Inc.	Roseland	NJ	271			30	15	0	0	0	0	15	0	0	0	0	0
AutoZone Inc.	Memphis	TN	378			25	15	5	0	5	0	0	0	0	0	0	0
Avaya Inc.	Basking Ridge	NJ	434			100	15	5	15	5	5	15	5	5	15	15	0
Aventis Pharmaceuticals Inc.	Bridgewater	NJ				80	15	5	0	0	5	15	5	5	15	15	0
Avnet Inc.	Phoenix	AZ	212			30	15	0	0	0	0	15	0	0	0	0	0
Avon Products	New York	NY	281			30	15	0	0	0	0	15	0	0	0	0	0
Bain & Company Inc. (and Bridgespan Group)	Boston	MA				100	15	5	15	5	5	15	5	5	15	15	0
Baldor Electric Co.	Fort Smith	AR				15	15	0	0	0	0	0	0	0	0	0	0
Ball Corporation	Broomfield	CO	374			58	15	5	0	5	5	15	0	5	7.5	0	0
Baltimore Gas & Electric Co.	Baltimore	MD				55	15	0	0	0	0	15	5	5	0	15	0
Bank of America Corp.	Charlotte	NC	12			100	15	5	15	5	5	15	5	5	15	15	0
Bank of New York Co.	New York	NY	278			85	15	5	0	5	5	15	5	5	15	15	0
Barclays Capital	New York	NY				90	15	5	15	0	0	15	5	5	15	15	0
Barnes & Noble Inc.	New York	NY	422			60	15	5	0	0	0	15	5	5	0	15	0
Bausch & Lomb Inc.	Rochester	NY				100	15	5	15	5	5	15	5	5	15	15	0
Baxter International Inc.	Deerfield	IL	240			73	15	5	0	0	5	15	5	5	7.5	15	0
Bayer Corp.	Pittsburgh	PA				15	0	0	0	0	0	15	0	0	0	0	0
BB&T Corp.	Winston-Salem	NC	292			25	15	5	0	0	5	0	0	0	0	0	0
BellSouth Corp.	Atlanta	GA	106			100	15	5	15	5	5	15	5	5	15	15	0
Ben and Jerry's Homemade Inc.	South Burlington	VT				50	15	5	0	0	0	15	0	0	0	15	0
Best Buy Co. Inc.	Richfield	MN	76			100	15	5	15	5	5	15	5	5	15	15	0
Bingham McCutchen	Boston	MA			26	80	15	5	0	5	0	15	5	5	15	15	0
Biovail Pharmaceuticals Inc.	Bridgewater	NJ				40	15	5	0	0	0	15	5	0	0	0	0
Blockbuster Inc.	Dallas	TX	366			60	15	5	0	0	0	15	5	5	0	15	0
Boeing Co.	Chicago	IL	26			100	15	5	15	5	5	15	5	5	15	15	0
Booz Allen Hamilton Inc.	McLean	VA		66		80	15	5	0	0	5	15	5	5	15	15	0
Borders Group Inc.	Ann Arbor	MI	490			95	15	5	15	5	0	15	5	5	15	15	0
BP America	Warrenville	IL				100	15	5	15	5	5	15	5	5	15	15	0
Bridgestone Americas Holding Inc.	Nashville	TN				45	15	0	0	0	0	0	0	0	15	15	0
Bright Horizons Family Solutions Inc.	Watertown	MA				100	15	5	15	5	5	15	5	5	15	15	0
Brinker International Inc.	Dallas	TX	504			85	15	5	0	5	5	15	5	5	15	15	0
Bristol-Myers Squibb Co.	New York	NY	110			100	15	5	15	5	5	15	5	5	15	15	0
Bryan Cave LLP	St. Louis	MO			55	75	15	5	0	0	0	15	5	5	15	15	0
C&S Wholesale Grocers Inc.	Keene	NH		8		40	15	0	0	0	5	15	5	0	0	0	0

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Cadwalader, Wickersham & Taft	New York	NY			46	95	15	5	15	5	0	15	5	5	15	15	0
California State Automobile Association	San Francisco	CA				100	15	5	15	5	5	15	5	5	15	15	0
Calpine Corp.	San Jose	CA	275			63	15	0	0	0	0	15	5	5	7.5	15	0
Campbell Soup Co.	Camden	NJ	302			80	15	5	0	0	5	15	5	5	15	15	0
Capital One Financial Corp.	McLean	VA	187			100	15	5	15	5	5	15	5	5	15	15	0
Caremark RX	Nashville	TN	60			55	15	5	0	5	5	15	5	5	0	0	0
Cargill Inc.	Wayzata	MN		1		100	15	5	15	5	5	15	5	5	15	15	0
Carlson Companies Inc.	Minnetonka	MN		82		100	15	5	15	5	5	15	5	5	15	15	0
Caterpillar Inc.	Peoria	IL	55			35	15	5	0	0	0	0	0	0	15	0	0
CBRL Group Inc.	Lebanon	TN	676			15	15	0	0	0	0	0	0	0	0	0	0
CDW Corporation	Vernon Hills	IL	343			58	15	5	0	0	5	15	5	5	7.5	0	0
Cendant Corp.	New York	NY	114			75	15	5	0	5	0	15	0	5	15	15	0
Cerner Corp.	Kansas City	MO				45	15	5	15	5	0	0	0	5	0	0	0
CH2M HILL Companies, Ltd.	Englewood	CO	591	88		80	15	5	0	0	5	15	5	5	15	15	0
Chamberlin Edmonds & Associates Inc	Atlanta	GA				68	15	0	0	0	5	15	5	5	7.5	15	0
Charles Schwab Corp., The	San Francisco	CA	418			100	15	5	15	5	5	15	5	5	15	15	0
Chevron Corp.	San Ramon	CA	4			100	15	5	15	5	5	15	5	5	15	15	0
ChoicePoint Inc.	Alpharetta	GA				100	15	5	15	5	5	15	5	5	15	15	0
Chubb Corp.	Warren	NJ	156			100	15	5	15	5	5	15	5	5	15	15	0
CIGNA Corp.	Philadelphia	PA	130			100	15	5	15	5	5	15	5	5	15	15	0
Cingular Wireless	Atlanta	GA				85	15	5	0	5	5	15	5	5	15	15	0
Circuit City Stores Inc.	Richmond	VA	226			55	15	5	0	5	5	15	5	5	0	0	0
Cisco Systems Inc.	San Jose	CA	83			100	15	5	15	5	5	15	5	5	15	15	0
Citigroup Inc.	New York	NY	8			100	15	5	15	5	5	15	5	5	15	15	0
Clear Channel Communications Inc.	San Antonio	TX	252			100	15	5	15	5	5	15	5	5	15	15	0
Clorox Company	Oakland	CA	460			100	15	5	15	5	5	15	5	5	15	15	0
CMP Media LLC	Manhasset	NY				100	15	5	15	5	5	15	5	5	15	15	0
CNA Insurance	Chicago	IL				100	15	5	15	5	5	15	5	5	15	15	0
Coca-Cola Company	Atlanta	GA	89			100	15	5	15	5	5	15	5	5	15	15	0
Coca-Cola Enterprises	Atlanta	GA	120			65	15	5	0	5	0	15	5	5	15	0	0
Colgate-Palmolive Co.	New York	NY	204			78	15	5	0	5	5	15	5	5	7.5	15	0
Comcast Corp.	Philadelphia	PA	94			85	15	5	0	5	5	15	5	5	15	15	0
Comerica Inc.	Detroit	MI	524			80	15	5	0	5	5	15	0	5	15	15	0
Compass Group North America	Charlotte	NC				65	15	5	0	5	0	15	5	5	0	15	0
ConocoPhillips	Houston	TX	6			78	15	5	0	5	5	15	5	5	7.5	15	0
Consolidated Edison Co.	New York	NY	199			100	15	5	15	5	5	15	5	5	15	15	0
Continental Airlines	Houston	TX	207			75	15	5	0	0	0	15	5	5	15	15	0
Cooper Tire & Rubber	Findlay	OH	770			33	0	5	15	5	0	0	0	0	7.5	0	0
Coors Brewing Company	Golden	CO	373			100	15	5	15	5	5	15	5	5	15	15	0
Corbis Corporation	Seattle	WA				65	15	5	0	0	5	15	5	5	0	15	0
Corning Inc.	Corning	NY	456			100	15	5	15	5	5	15	5	5	15	15	0

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Costco Wholesale Corp.	Issaquah	WA	28			93	15	5	15	5	5	15	5	5	7.5	15	0
Countrywide Financial Corp.	Calabasas	CA	122			80	15	5	15	0	5	15	5	5	0	15	0
Cox Communications Inc.	Atlanta	GA	316			95	15	5	15	5	0	15	5	5	15	15	0
Credit Suisse Securities (USA) LLC	New York	NY				100	15	5	15	5	5	15	5	5	15	15	0
CSX Corp.	Jacksonville	FL	266			40	15	5	0	5	0	0	0	0	15	0	0
Cummins Inc.	Columbus	IN	238			100	15	5	15	5	5	15	5	5	15	15	0
CUNA Mutual Insurance Group	Madison	WI	644			65	15	0	0	0	0	15	0	5	15	15	0
DaimlerChrysler Corp.	Auburn Hills	MI				100	15	5	15	5	5	15	5	5	15	15	0
Dana Corp.	Toledo	OH	234			35	15	5	0	0	0	0	0	0	0	15	0
Darden Restaurants	Orlando	FL	409			80	15	5	0	0	5	15	5	5	15	15	0
Dean Foods Co.	Dallas	TX	216			73	15	5	0	0	5	15	5	5	7.5	15	0
Deere & Co.	Moline	IL	96			48	15	5	0	0	5	0	0	0	7.5	15	0
Dell Inc.	Round Rock	TX	25			100	15	5	15	5	5	15	5	5	15	15	0
Deloitte & Touche USA LLP	New York	NY				100	15	5	15	5	5	15	5	5	15	15	0
Delphi Corp.	Troy	MI	77			60	15	0	0	0	0	15	0	0	15	15	0
Delta Air Lines Inc.	Atlanta	GA	135			85	15	5	0	5	5	15	5	5	15	15	0
Deluxe Corp.	Shoreview	MN	873			60	15	0	0	0	0	15	0	0	15	15	0
Deutsche Bank	New York	NY				100	15	5	15	5	5	15	5	5	15	15	0
Dole Food Co. Inc.	Westlake Village	CA	365			60	15	5	0	5	0	15	5	0	0	15	0
Dominion Resources Inc.	Richmond	VA	123			95	15	5	15	5	5	15	0	5	15	15	0
Domino's Pizza Inc.	Ann Arbor	MI	966			45	0	5	0	0	5	0	0	5	15	15	0
Donna Karan	New York	NY				45	15	0	0	0	0	15	0	0	0	15	0
Dorsey & Whitney	Minneapolis	MN			65	100	15	5	15	5	5	15	5	5	15	15	0
Dow Chemical Co.	Midland	MI	36			100	15	5	15	5	5	15	5	5	15	15	0
Dow Jones & Co. Inc.	New York	NY	867			30	15	0	0	0	0	15	0	0	0	0	0
DPR Construction	Redwood City	CA				50	15	0	0	0	0	15	5	0	0	15	0
DTE Energy Co.	Detroit	MI	259			80	15	5	0	5	5	15	0	5	15	15	0
Duke Energy Corp.	Charlotte	NC	117			65	15	5	0	5	5	0	0	5	15	15	0
DuPont (E. I. du Pont de Nemours)	Wilmington	DE	73			100	15	5	15	5	5	15	5	5	15	15	0
E*TRADE Financial Corporation	New York	NY	679			73	15	5	0	5	5	15	0	5	7.5	15	0
EarthLink Inc.	Atlanta	GA				63	15	0	0	0	5	15	0	5	7.5	15	0
Eastman Kodak Co.	Rochester	NY	155			100	15	5	15	5	5	15	5	5	15	15	0
Edison International	Rosemead	CA	194			35	15	5	0	0	0	15	0	0	0	0	0
Electronic Arts Inc.	Redwood City	CA	594			88	15	5	15	5	0	15	5	5	7.5	15	0
Electronic Data Systems Corp.	Plano	TX	108			70	15	5	0	0	0	15	0	5	15	15	0
Eli Lilly & Co.	Indianapolis	IN	148			100	15	5	15	5	5	15	5	5	15	15	0
EMC Corp.	Hopkinton	MA	249			45	15	0	0	0	0	15	0	0	15	0	0
Emerson Electric Co.	St. Louis	MO	126			45	15	5	0	5	5	0	0	0	0	15	0
Entergy Corp.	New Orleans	LA	218			13	15	5	0	0	0	0	0	0	7.5	0	-15
Ernst & Young LLP	New York	NY		7		100	15	5	15	5	5	15	5	5	15	15	0
Estee Lauder Companies	New York	NY	340			100	15	5	15	5	5	15	5	5	15	15	0

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Exelon Corp.	Chicago	IL	144			80	15	5	0	0	5	15	5	5	15	15	0
Exxon Mobil Corp.	Irving	TX	1			0	0	5	0	5	0	0	0	0	0	0	-15
Faegre & Benson	Minneapolis	MN			99	100	15	5	15	5	5	15	5	5	15	15	0
Fannie Mae	Washington	DC				100	15	5	15	5	5	15	5	5	15	15	0
Federated Department Stores	Cincinnati	OH	87			80	15	5	0	0	5	15	5	5	15	15	0
FedEx Corp.	Memphis	TN	70			55	15	5	0	0	5	0	0	0	15	15	0
Fifth Third Bancorp	Cincinnati	OH	308			65	15	5	0	5	5	0	0	5	15	15	0
Fish & Richardson	Boston	MA			87	75	15	0	0	0	5	15	5	5	15	15	0
Fisher Scientific International	Hampton	NH	389			40	15	0	0	0	5	15	5	0	0	0	0
Foley & Lardner	Milwaukee	WI			28	95	15	5	15	5	5	15	0	5	15	15	0
Foley Hoag LLP	Boston	MA				80	15	5	15	5	0	15	5	5	0	15	0
Food Lion, LLC	Salisbury	NC				75	15	5	0	0	0	15	5	5	15	15	0
Ford Motor Co.	Dearborn	MI	5			100	15	5	15	5	5	15	5	5	15	15	0
Franklin Templeton Investments	San Mateo	CA				60	15	5	0	0	5	15	0	5	0	15	0
Freddie Mac	McLean	VA				85	15	5	0	5	5	15	5	5	15	15	0
Freescale Semiconductor Inc.	Austin	TX	368			100	15	5	15	5	5	15	5	5	15	15	0
Fulbright & Jaworski LLP	Houston	TX			32	85	15	5	0	5	5	15	5	5	15	15	0
Gallup Organization	Washington	DC				30	15	0	0	0	0	15	0	0	0	0	0
GameStop Corp.	Grapevine	TX	601			63	15	5	0	0	5	15	0	0	7.5	15	0
Gannett Co. Inc.	McLean	VA	296			80	15	5	0	0	5	15	5	5	15	15	0
Gap Inc.	San Francisco	CA	139			100	15	5	15	5	5	15	5	5	15	15	0
Gateway Inc.	Irvine	CA	508			65	15	5	0	0	5	15	5	5	0	15	0
Genentech Inc.	S. San Francisco	CA				80	15	5	0	0	5	15	5	5	15	15	0
General Dynamics Corp.	Falls Church	VA	100			55	15	5	15	5	0	0	0	0	0	15	0
General Electric Co.	Fairfield	CT	7			75	15	5	0	5	5	15	0	0	15	15	0
General Mills Inc.	Minneapolis	MN	206			100	15	5	15	5	5	15	5	5	15	15	0
General Motors Corp.	Detroit	MI	3			100	15	5	15	5	5	15	5	5	15	15	0
Genuine Parts Co.	Atlanta	GA	245			15	15	0	0	0	0	0	0	0	0	0	0
Giant Food LLC	Quincy	MA				78	15	5	15	5	5	15	5	5	7.5	0	0
GlaxoSmithKline plc	Philadelphia	PA				100	15	5	15	5	5	15	5	5	15	15	0
Global Hyatt Corp.	Chicago	IL		89		100	15	5	15	5	5	15	5	5	15	15	0
Golden West Financial Corp.	Oakland	CA	326			40	15	5	0	5	0	15	0	0	0	0	0
Goldman Sachs Group Inc., The	New York	NY	41			100	15	5	15	5	5	15	5	5	15	15	0
Google Inc.	Mountain View	CA	353			100	15	5	15	5	5	15	5	5	15	15	0
Guidant Corp.	Indianapolis	IN	535			80	15	5	0	0	5	15	5	5	15	15	0
H. E. Butt Grocery Co.	San Antonio	TX		11		40	15	5	0	0	5	0	0	0	0	15	0
H. J. Heinz Co.	Pittsburgh	PA	262			15	15	0	0	0	0	0	0	0	0	0	0
Hain Celestial Group Inc.	Melville	NY				30	15	0	0	0	0	15	0	0	0	0	0
Hallmark Cards Inc.	Kansas City	MO		41		75	15	0	0	0	5	15	5	5	15	15	0
Hannaford Brothers	Portland	ME				65	15	5	0	0	0	15	0	0	15	15	0
Harrah's Entertainment Inc.	Las Vegas	NV	309			95	15	5	15	5	0	15	5	5	15	15	0
Harris Bankcorp Inc.	Chicago	IL				75	15	5	0	0	5	15	0	5	15	15	0
Harry & David Holdings Inc.	Medford	OR				58	15	0	0	0	0	15	5	0	7.5	15	0
Hartford Financial Services Co.	Hartford	CT	78			75	15	5	0	0	0	15	5	5	15	15	0

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Harvard Pilgrim Health Care Inc.	Wellesley	MA				100	15	5	15	5	5	15	5	5	15	15	0
Hasbro Inc.	Pawtucket	RI	602			65	15	5	0	0	0	15	0	0	15	15	0
Health Net Inc.	Woodland Hills	CA	191			93	15	5	15	5	5	15	5	5	7.5	15	0
Heller Ehrman LLP	San Francisco	CA			35	100	15	5	15	5	5	15	5	5	15	15	0
Hershey Company, The	Hershey	PA	442			50	15	0	0	0	5	0	0	0	15	15	0
Hewitt Associates	Lincolnshire	IL	633			100	15	5	15	5	5	15	5	5	15	15	0
Hewlett-Packard Co.	Palo Alto	CA	11			100	15	5	15	5	5	15	5	5	15	15	0
Hilton Hotels Corp.	Beverly Hills	CA	464			95	15	5	15	5	5	15	0	5	15	15	0
Hoffmann-La Roche Inc.	Nutley	NJ				80	15	5	0	0	5	15	5	5	15	15	0
Holland & Knight LLP	New York	NY			27	75	15	5	0	5	0	15	0	5	15	15	0
Home Depot Inc.	Atlanta	GA	14			85	15	5	0	5	5	15	5	5	15	15	0
Honeywell International Inc.	Morristown	NJ	71			100	15	5	15	5	5	15	5	5	15	15	0
Hospira Inc.	Lake Forest	IL	660			100	15	5	15	5	5	15	5	5	15	15	0
Host Hotels & Resorts	Bethesda	MD	502			45	15	5	0	5	0	15	5	0	0	0	0
Hotels.com, L.P.	Dallas	TX				85	15	5	0	5	5	15	5	5	15	15	0
Howard & Howard Attorneys PC	Kalamazoo	MI				48	15	0	0	0	0	15	5	5	7.5	0	0
HSBC USA Inc.	Prospect Heights	IL				95	15	5	15	5	0	15	5	5	15	15	0
Humana Inc.	Louisville	KY	150			40	15	5	0	5	0	0	0	0	15	0	0
Illinois Tool Works Inc.	Glenview	IL	173			53	15	5	0	5	5	0	0	0	7.5	15	0
Imation Corp.	Oakdale	MN				93	15	5	15	5	5	15	5	5	7.5	15	0
ING North America Insurance Corp.	Atlanta	GA				100	15	5	15	5	5	15	5	5	15	15	0
Intel Corp.	Santa Clara	CA	49			100	15	5	15	5	5	15	5	5	15	15	0
International Business Machines Corp.	Armonk	NY	10			100	15	5	15	5	5	15	5	5	15	15	0
International Paper Co.	Stamford	CT	82			85	15	5	0	5	5	15	5	5	15	15	0
Interpublic Group of Companies Inc.	New York	NY	348			75	15	5	0	0	5	15	0	5	15	15	0
Intuit Inc.	Mountain View	CA	779			100	15	5	15	5	5	15	5	5	15	15	0
ITT Industries Inc.	White Plains	NY	291			95	15	5	15	5	0	15	5	5	15	15	0
J. C. Penney Company Inc.	Plano	TX	118			50	15	5	0	0	0	15	0	0	15	0	0
J.P. Morgan Chase & Co.	New York	NY	17			100	15	5	15	5	5	15	5	5	15	15	0
Jenner & Block LLP	Chicago	IL			74	100	15	5	15	5	5	15	5	5	15	15	0
John Hancock Financial Services Inc.	Boston	MA				93	15	5	15	5	5	15	5	5	7.5	15	0
Johnson & Johnson	New Brunswick	NJ	32			100	15	5	15	5	5	15	5	5	15	15	0
Kaiser Permanente	Oakland	CA				100	15	5	15	5	5	15	5	5	15	15	0
KB Home	Los Angeles	CA	254			15	15	0	0	0	0	0	0	0	0	0	0
Keane Inc.	Boston	MA				50	15	5	0	0	0	15	0	0	15	0	0
Kellogg Co.	Battle Creek	MI	233			50	15	5	0	0	0	0	0	0	15	15	0
KeyCorp	Cleveland	OH	325			75	15	5	0	0	5	15	0	5	15	15	0
Keyspan Corp	Brooklyn	NY	295			100	15	5	15	5	5	15	5	5	15	15	0
Kilpatrick Stockton LLP	Atlanta	GA			80	63	15	0	0	0	0	15	5	5	7.5	15	0
Kimberly-Clark Corporation	Irving	TX	140			85	15	5	0	5	5	15	5	5	15	15	0

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Kimpton Hotel & Restaurant Group Inc.	San Francisco	CA				100	15	5	15	5	5	15	5	5	15	15	0
KLA-Tencor	San Jose	CA	780			73	15	5	0	5	0	15	5	5	7.5	15	0
KPMG LLP	New York	NY				100	15	5	15	5	5	15	5	5	15	15	0
Kraft Foods Inc.	Northfield	IL				100	15	5	15	5	5	15	5	5	15	15	0
Kroger Co., The	Cincinnati	OH	21			35	15	5	0	0	0	0	0	0	0	15	0
L.L. Bean Inc.	Freeport	ME				73	15	5	15	5	5	15	0	5	7.5	0	0
Land O'Lakes	Arden Hills	MN	301			53	15	0	0	0	5	15	5	5	7.5	0	0
Lauren Manufacturing Co.	New Philadelphia	OH				5	0	5	0	0	0	0	0	0	0	0	0
Lear Corp.	Southfield	MI	127			20	15	5	0	0	0	0	0	0	0	0	0
Lehman Brothers Holdings	New York	NY	62			100	15	5	15	5	5	15	5	5	15	15	0
Levi Strauss & Co.	San Francisco	CA	484	44		100	15	5	15	5	5	15	5	5	15	15	0
Lexmark International Inc.	Lexington	KY	415			100	15	5	15	5	5	15	5	5	15	15	0
Lillian Vernon Corp.	White Plains	NY				55	15	5	0	0	0	15	0	5	0	15	0
Limited Brands Inc.	Columbus	OH	246			70	15	5	0	5	0	15	0	0	15	15	0
Lincoln National Corp.	Philadelphia	PA	396			95	15	5	15	5	0	15	5	5	15	15	0
Liz Claiborne Inc.	North Bergen	NJ	440			100	15	5	15	5	5	15	5	5	15	15	0
Lockheed Martin Corp.	Bethesda	MD	52			80	15	5	0	5	0	15	5	5	15	15	0
Lucent Technologies Inc.	Murray Hill	NJ	255			100	15	5	15	5	5	15	5	5	15	15	0
Marriott International	Washington	DC	203			75	15	5	0	0	5	15	0	5	15	15	0
Marsh & McLennan Companies Inc.	New York	NY	186			30	15	0	0	0	0	15	0	0	0	0	0
Massachusetts Mutual Life Insurance Company	Springfield	MA	92			93	15	5	15	5	5	15	5	5	7.5	15	0
MasterCard Inc.	Purchase	NY	627			80	15	5	0	0	5	15	5	5	15	15	0
Mattel Inc.	El Segundo	CA	416			88	15	5	15	0	5	15	5	5	7.5	15	0
McDermott Will & Emery LLP	Chicago	IL			13	100	15	5	15	5	5	15	5	5	15	15	0
McDonald's Corp.	Oak Brook	IL	109			85	15	5	0	5	5	15	5	5	15	15	0
McGraw-Hill Companies Inc., The	New York	NY	359			75	15	5	0	0	5	15	5	0	15	15	0
McKinsey & Co. Inc.	New York	NY		72		100	15	5	15	5	5	15	5	5	15	15	0
MeadWestvaco Corp.	Stamford	CT	322			80	15	5	0	0	5	15	5	5	15	15	0
Medtronic Inc.	Minneapolis	MN	235			75	15	5	0	0	0	15	5	5	15	15	0
Meijer	Grand Rapids	MI		10		0	0	0	0	0	0	0	0	0	0	0	0
Mellon Financial Corp.	Pittsburgh	PA	377			100	15	5	15	5	5	15	5	5	15	15	0
Men's Wearhouse Inc., The	Houston	TX	887			35	15	5	0	0	0	15	0	0	0	0	0
Merck & Co. Inc.	Whitehouse Station	NJ	95			100	15	5	15	5	5	15	5	5	15	15	0
Merrill Lynch & Co.	New York	NY	34			100	15	5	15	5	5	15	5	5	15	15	0
MetLife Inc.	New York	NY	35			100	15	5	15	5	5	15	5	5	15	15	0
MGM Mirage	Las Vegas	NV	334			85	15	5	0	5	5	15	5	5	15	15	0
Microsoft Corp.	Redmond	WA	48			100	15	5	15	5	5	15	5	5	15	15	0
Miller Brewing Co.	Milwaukee	WI				90	15	5	15	5	0	15	0	5	15	15	0
Mintz, Levin, Cohn, Ferris, Glovsky & Popeo	Boston	MA			91	95	15	5	15	5	0	15	5	5	15	15	0
Mirant Corporation	Atlanta	GA	479			45	15	5	0	0	0	15	5	5	0	0	0

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Mitchell Gold + Bob Williams	Taylorsville	NC				100	15	5	15	5	5	15	5	5	15	15	0
Mohawk Industries Inc.	Calhoun	GA	327			65	15	5	0	0	5	15	5	5	0	15	0
Morgan Stanley	New York	NY	30			100	15	5	15	5	5	15	5	5	15	15	0
Morningstar Inc.	Chicago	IL				40	0	0	0	0	0	15	5	5	0	15	0
Morrison & Foerster LLP	San Francisco	CA			24	100	15	5	15	5	5	15	5	5	15	15	0
Motorola Inc.	Schaumburg	IL	54			100	15	5	15	5	5	15	5	5	15	15	0
Mutual of Omaha Insurance	Omaha	NE	491			75	15	5	0	0	0	15	5	5	15	15	0
National City Corporation	Cleveland	OH	213			58	15	5	0	5	5	0	0	5	7.5	15	0
National Grid USA	Westborough	MA				75	15	5	0	0	0	15	5	5	15	15	0
Nationwide	Columbus	OH	98			100	15	5	15	5	5	15	5	5	15	15	0
Navistar International Corp.	Warrenville	IL	201			30	15	0	0	0	0	0	0	0	15	0	0
NCR Corp.	Dayton	OH	357			100	15	5	15	5	5	15	5	5	15	15	0
Nestle Purina PetCare Co.	St. Louis	MO				15	15	0	0	0	0	0	0	0	0	0	0
New York Life Insurance Co.	New York	NY	74			78	15	5	15	5	5	15	5	5	7.5	0	0
New York Times Co.	New York	NY	557			100	15	5	15	5	5	15	5	5	15	15	0
Newell Rubbermaid Inc.	Atlanta	GA	332			15	15	0	0	0	0	0	0	0	0	0	0
Nike Inc.	Beaverton	OR	163			100	15	5	15	5	5	15	5	5	15	15	0
Nissan North America	Gardena	CA				15	15	0	0	0	0	0	0	0	0	0	0
Nixon Peabody LLP	Rochester	NY			62	100	15	5	15	5	5	15	5	5	15	15	0
Nokia	Irving	TX				50	15	5	0	5	5	15	0	5	0	0	0
Nordstrom Inc.	Seattle	WA	293			100	15	5	15	5	5	15	5	5	15	15	0
Northeast Utilities System	Berlin	CT	304			80	15	5	0	5	5	15	0	5	15	15	0
Northern Trust Corp.	Chicago	IL	533			95	15	5	15	0	5	15	5	5	15	15	0
Northrop Grumman Corp.	Los Angeles	CA	67			100	15	5	15	5	5	15	5	5	15	15	0
Northwest Airlines Corp.	Eagan	MN	182			65	15	5	0	0	0	15	0	0	15	15	0
Novartis Pharmaceutical Corp.	East Hanover	NJ				95	15	5	15	5	5	15	0	5	15	15	0
Office Depot Inc.	Delray Beach	FL	154			60	15	5	0	0	0	15	5	5	0	15	0
Omnicom Group	New York	NY	225			30	15	0	0	0	0	15	0	0	0	0	0
Oracle Corp.	Redwood City	CA	196			80	15	5	0	5	5	15	0	5	15	15	0
Orrick, Herrington & Sutcliffe	San Francisco	CA			33	100	15	5	15	5	5	15	5	5	15	15	0
Owens & Minor	Mechanicsville	VA	443			70	15	5	15	5	5	15	5	5	0	0	0
Owens Corning	Toledo	OH	341			100	15	5	15	5	5	15	5	5	15	15	0
PacifiCare Health Systems	Cypress	CA				68	15	0	15	0	5	15	5	5	7.5	0	0
PacifiCorp	Portland	OR				85	15	5	0	5	5	15	5	5	15	15	0
Pathmark Stores Inc.	Carteret	NJ	497			53	15	5	15	5	0	0	0	5	7.5	0	0
Paul, Hastings, Janofsky & Walker LLP	Los Angeles	CA			22	75	15	5	0	0	5	15	0	5	15	15	0
PepsiCo Inc.	Purchase	NY	61			100	15	5	15	5	5	15	5	5	15	15	0
Perkins & Will	Chicago	IL				70	15	0	0	0	0	15	5	5	15	15	0
Perot Systems Corp.	Plano	TX	807			0	15	0	0	0	0	0	0	0	0	0	-15
Pfizer Inc.	New York	NY	31			100	15	5	15	5	5	15	5	5	15	15	0
PG&E Corp.	San Francisco	CA	200			100	15	5	15	5	5	15	5	5	15	15	0
Pillsbury Winthrop Shaw Pittman LLP	San Francisco	CA			42	100	15	5	15	5	5	15	5	5	15	15	0
Pitney Bowes Inc.	Stamford	CT	394			93	15	5	15	5	5	15	5	5	7.5	15	0

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PNC Financial Services Group Inc.	Pittsburgh	PA	290			73	15	5	0	0	5	15	5	5	7.5	15	0
PNM Resources Inc.	Albuquerque	NM	785			43	15	5	15	0	0	0	0	0	7.5	0	0
Polaroid Corp.	Waltham	MA				60	15	5	0	0	0	15	5	5	15	0	0
Powell Goldstein LLP	Atlanta	GA				100	15	5	15	5	5	15	5	5	15	15	0
PPG Industries	Pittsburgh	PA	232			60	15	5	0	5	5	0	0	0	15	15	0
PPL Corp.	Allentown	PA	350			55	15	5	0	0	5	0	0	0	15	15	0
Praxair Inc.	Danbury	CT	297			25	15	5	0	0	5	0	0	0	0	0	0
PricewaterhouseCoopers LLP	New York	NY		4		100	15	5	15	5	5	15	5	5	15	15	0
Principal Financial Group	Des Moines	IA	261			85	15	5	0	5	5	15	5	5	15	15	0
Procter & Gamble Co.	Cincinnati	OH	24			65	15	5	0	0	0	15	0	0	15	15	0
Progress Energy Inc.	Raleigh	NC	222			53	15	5	0	0	0	15	5	5	7.5	0	0
Progressive Corp., The	Mayfield Village	OH	153			35	15	5	0	0	0	15	0	0	0	0	0
Prudential Financial Inc.	Newark	NJ	64			100	15	5	15	5	5	15	5	5	15	15	0
QUALCOMM Inc.	San Diego	CA	381			95	15	5	15	0	5	15	5	5	15	15	0
Quest Diagnostics Incorporated	Lyndhurst	NJ	392			80	15	5	0	0	5	15	5	5	15	15	0
Qwest Communications International Inc.	Denver	CO	160			70	15	5	0	5	0	15	0	0	15	15	0
R.R. Donnelley & Sons Co.	Chicago	IL	265			20	15	5	0	0	0	0	0	0	0	0	0
RadioShack Corp.	Fort Worth	TX	423			40	15	0	0	0	0	15	5	5	0	0	0
Raytheon Co.	Waltham	MA	97			100	15	5	15	5	5	15	5	5	15	15	0
Recreational Equipment Inc.	Kent	WA				85	15	5	0	5	5	15	5	5	15	15	0
Reebok International	Canton	MA				68	15	0	0	0	5	15	5	5	7.5	15	0
Reliant Energy Inc.	Houston	TX	220			50	15	5	0	5	5	0	0	5	15	0	0
Replacements Ltd.	McLeansville	NC				100	15	5	15	5	5	15	5	5	15	15	0
Reuters America Holdings Inc.	New York	NY				80	15	5	0	0	5	15	5	5	15	15	0
Reynolds American Inc.	Winston-Salem	NC	280			90	15	5	15	0	5	15	5	0	15	15	0
Rite Aid Corp.	Camp Hill	PA	129			70	15	5	0	5	5	15	5	5	15	0	0
Rockwell Collins Inc.	Cedar Rapids	IA	550			78	15	5	0	5	5	15	5	5	7.5	15	0
Rohm and Haas Company	Philadelphia	PA	286			53	15	5	0	5	5	0	0	0	7.5	15	0
Royal Caribbean Cruises Ltd	Miami	FL				55	15	5	0	5	0	0	0	0	15	15	0
Ryder System Inc.	Miami	FL	375			93	15	5	15	5	5	15	5	5	7.5	15	0
S.C. Johnson & Son Inc.	Racine	WI				100	15	5	15	5	5	15	5	5	15	15	0
SAFECO Corp.	Seattle	WA	339			75	15	0	0	0	5	15	5	5	15	15	0
Safeway Inc.	Pleasanton	CA	50			70	15	5	0	5	5	0	5	5	15	15	0
SAP America Inc.	Newton Square	PA				68	15	5	0	0	0	15	5	5	7.5	15	0
Sara Lee Corp.	Chicago	IL	111			70	15	5	0	0	0	15	5	0	15	15	0
Schering-Plough Corp.	Kenilworth	NJ	250			100	15	5	15	5	5	15	5	5	15	15	0
Scholastic Corp.	New York	NY	782			50	15	5	0	0	0	15	0	0	15	0	0
Seagate Technology Inc.	Scotts Valley	CA				75	15	5	0	0	0	15	5	5	15	15	0
Sears Holdings Corporation	Hoffman Estates	IL	33			100	15	5	15	5	5	15	5	5	15	15	0
Sempra Energy	San Diego	CA	197			100	15	5	15	5	5	15	5	5	15	15	0
Severn Trent Services Inc.	Fort Washington	PA				65	15	5	15	0	5	15	5	5	0	0	0
Shell Oil Co.	Houston	TX				85	15	5	0	5	5	15	5	5	15	15	0

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Sidley Austin LLP	Chicago	IL			5	75	15	5	0	0	0	15	5	5	15	15	0
Siemens Energy & Automation Inc.	Alpharetta	GA				60	15	5	0	5	0	15	5	0	15	0	0
Sierra Health Services Inc.	Las Vegas	NV				88	15	5	15	5	0	15	5	5	7.5	15	0
Silicon Graphics Inc.	Mountain View	CA				65	15	5	0	0	0	15	0	0	15	15	0
SLM Corp.	Reston	VA	331			75	15	5	0	0	0	15	5	5	15	15	0
Sodexo Inc.	Gaithersburg	MD				95	15	5	15	5	0	15	5	5	15	15	0
Software House International	Somerset	NJ		164		55	15	5	0	5	0	15	0	0	0	15	0
Sonnenschein, Nath & Rosenthal	Chicago	IL			48	75	15	5	0	0	0	15	5	5	15	15	0
Southern California Edison Company	Rosemead	CA				95	15	5	15	5	5	15	0	5	15	15	0
Southwest Airlines Co.	Dallas	TX	300			83	15	5	15	5	0	15	0	5	7.5	15	0
Sprint Nextel Corp	Reston	VA	59			100	15	5	15	5	5	15	5	5	15	15	0
SRA International Inc.	Fairfax	VA				75	15	5	0	0	0	15	5	5	15	15	0
St. Paul Travelers Companies, Inc.	St. Paul	MN	85			65	15	5	0	0	0	15	0	0	15	15	0
Staples Inc.	Framingham	MA	137			93	15	5	15	5	5	15	5	5	7.5	15	0
Starbucks Corp.	Seattle	WA	338			85	15	5	0	5	5	15	5	5	15	15	0
Starcom MediaVest Group	Chicago	IL				100	15	5	15	5	5	15	5	5	15	15	0
Starwood Hotels & Resorts Worldwide	White Plains	NY	360			100	15	5	15	5	5	15	5	5	15	15	0
State Farm Group	Bloomington	IL	22			60	15	5	0	0	5	0	0	5	15	15	0
State Street Corp.	Boston	MA	307			100	15	5	15	5	5	15	5	5	15	15	0
Steptoe & Johnson	Washington	DC			82	85	15	5	0	5	5	15	5	5	15	15	0
Subaru of America Inc.	Cherry Hill	NJ				70	15	5	0	5	5	15	5	5	0	15	0
Sun Microsystems Inc.	Santa Clara	CA	211			100	15	5	15	5	5	15	5	5	15	15	0
SunTrust Banks Inc.	Atlanta	GA	217			100	15	5	15	5	5	15	5	5	15	15	0
Supervalu Inc.	Eden Prairie	MN	113			85	15	5	0	5	5	15	5	5	15	15	0
TAP Pharmaceutical Products Inc.	Lake Forest	IL				50	15	5	0	5	0	15	5	5	0	0	0
Target Corp.	Minneapolis	MN	29			80	15	5	0	0	5	15	5	5	15	15	0
Tech Data Corp.	Clearwater	FL	107			100	15	5	15	5	5	15	5	5	15	15	0
Texas Instruments Inc.	Dallas	TX	167			80	15	5	0	0	5	15	5	5	15	15	0
The Dun & Bradstreet Corporation	Short Hills	NJ				35	15	0	0	0	0	15	5	0	0	0	0
The Olivia Companies LLC	San Francisco	CA				100	15	5	15	5	5	15	5	5	15	15	0
Time Warner Inc.	New York	NY	40			85	15	5	0	5	5	15	5	5	15	15	0
Toyota Motor Sales USA Inc.	Torrance	CA				90	15	5	15	0	5	15	0	5	15	15	0
Toys 'R' Us Inc.	Wayne	NJ	208	13		45	15	0	15	0	0	0	0	0	15	0	0
Travelport Inc.	Chicago	IL				95	15	5	15	5	5	15	0	5	15	15	0
U.S. Bancorp	Minneapolis	MN	131			85	15	5	0	5	5	15	5	5	15	15	0
U.S. Foodservice Inc	Columbia	MD				50	15	5	0	0	5	15	5	5	0	0	0
UAL Corp.	Elk Grove Township	IL	124			73	15	5	0	0	5	15	5	5	7.5	15	0
UBS AG	Stamford	CT				95	15	5	15	0	5	15	5	5	15	15	0

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Union Pacific Corporation	Omaha	NE	164			58	15	5	0	0	0	15	0	0	7.5	15	0
Unisys Corp.	Blue Bell	PA	372			90	15	5	15	5	0	15	5	0	15	15	0
United Parcel Service Inc.	Atlanta	GA	44			80	15	5	0	0	5	15	5	5	15	15	0
United Technologies Corp.	Hartford	CT	43			40	15	5	0	0	5	0	0	0	15	0	0
University Hospitals of Cleveland	Cleveland	OH				65	15	5	0	5	0	15	5	5	0	15	0
UnumProvident Corp.	Chattanooga	TN	229			78	15	5	0	5	5	15	5	5	7.5	15	0
US Airways Group Inc.	Phoenix	AZ	424			100	15	5	15	5	5	15	5	5	15	15	0
Verio Inc.	Englewood	CO				50	15	5	0	0	0	15	0	0	15	0	0
Verizon Communications Inc.	Basking Ridge	NJ	18			85	15	5	0	5	5	15	5	5	15	15	0
Vertis Inc.	Baltimore	MD	926	189		35	15	0	0	0	0	15	5	0	0	0	0
Viacom Inc.	New York	NY	241			100	15	5	15	5	5	15	5	5	15	15	0
Vinson & Elkins LLP	Houston	TX			37	73	15	5	0	0	5	15	5	5	7.5	15	0
Visa International	Foster City	CA				100	15	5	15	5	5	15	5	5	15	15	0
Vision Service Plan	Rancho Cordova	CA				80	15	5	0	0	5	15	5	5	15	15	0
Visteon Corp.	Van Buren Township	MI	128			95	15	5	15	0	5	15	5	5	15	15	0
Vivendi	New York	NY				50	15	5	0	0	0	15	0	0	0	15	0
Volkswagen of America Inc.	Auburn Hills	MI				100	15	5	15	5	5	15	5	5	15	15	0
Wachovia Corp.	Charlotte	NC	57			100	15	5	15	5	5	15	5	5	15	15	0
Walgreens Co.	Deerfield	IL	45			100	15	5	15	5	5	15	5	5	15	15	0
Wal-Mart Stores Inc.	Bentonville	AR	2			65	15	5	0	0	5	0	5	5	15	15	0
Walt Disney Co.	Burbank	CA	63			95	15	5	15	0	5	15	5	5	15	15	0
Washington Mutual Inc.	Seattle	WA	99			90	15	5	15	0	5	15	0	5	15	15	0
Waste Management Inc.	Houston	TX	170			85	15	5	0	5	5	15	5	5	15	15	0
WellPoint Inc.	Indianapolis	IN				80	15	5	0	0	5	15	5	5	15	15	0
Wells Fargo & Co.	San Francisco	CA	46			100	15	5	15	5	5	15	5	5	15	15	0
Weyerhaeuser Co.	Federal Way	WA	90			60	15	5	0	5	5	15	0	0	15	0	0
Whirlpool Corp.	Benton Harbor	MI	152			100	15	5	15	5	5	15	5	5	15	15	0
Whole Foods Market Inc.	Austin	TX	449			95	15	5	15	5	5	15	0	5	15	15	0
Williams Companies Inc.	Tulsa	OK	180			65	15	5	0	5	5	0	0	5	15	15	0
Willkie Farr & Gallagher	New York	NY			46	85	15	5	0	5	5	15	5	5	15	15	0
Wisconsin Energy Corporation	Milwaukee	WI	510			55	15	5	0	0	5	0	0	0	15	15	0
Working Assets Funding Service Inc.	San Francisco	CA				83	15	0	15	0	5	15	5	5	7.5	15	0
Worldspan Technologies Inc.	Atlanta	GA				90	15	5	15	5	0	15	5	0	15	15	0
WPP Group USA	New York	NY				78	15	5	0	5	5	15	5	5	7.5	15	0
Wyeth	Madison	NJ	119			65	15	5	0	0	5	15	5	5	15	0	0
Wyndham International Inc.	Dallas	TX				90	15	5	15	5	0	15	5	0	15	15	0
Xcel Energy	Minneapolis	MN	247			75	15	5	0	0	0	15	5	5	15	15	0
Xerox Corp.	Stamford	CT	142			100	15	5	15	5	5	15	5	5	15	15	0
XM Satellite Radio Holdings Inc.	Washington	DC				88	15	5	15	0	5	15	5	5	7.5	15	0
Yahoo! Inc.	Sunnyvale	CA	412			90	15	5	15	0	5	15	0	5	15	15	0
Zurich North America	Schaumburg	IL				50	15	5	0	0	5	15	5	5	0	0	0

APPENDIX B 2006 Corporate Equality Index Scores, Sorted Alphabetically by Industry

See key p. 44

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Advertising, Marketing																	
Starcom MediaVest Group	Chicago	IL				100	15	5	15	5	5	15	5	5	15	15	0
WPP Group USA	New York	NY				78	15	5	0	5	5	15	5	5	7.5	15	0
Interpublic Group of Companies Inc.	New York	NY	348			75	15	5	0	0	5	15	0	5	15	15	0
ACNielsen	Schaumburg	IL				50	0	5	0	0	5	15	5	5	15	0	0
Vertis Inc.	Baltimore	MD	926	189		35	15	0	0	0	0	15	5	0	0	0	0
Omnicom Group	New York	NY	225			30	15	0	0	0	0	15	0	0	0	0	0
<i>Industry Average</i>						61											
Aerospace and Defense																	
Boeing Co.	Chicago	IL	26			100	15	5	15	5	5	15	5	5	15	15	0
Honeywell International Inc.	Morristown	NJ	71			100	15	5	15	5	5	15	5	5	15	15	0
Northrop Grumman Corp.	Los Angeles	CA	67			100	15	5	15	5	5	15	5	5	15	15	0
Raytheon Co.	Waltham	MA	97			100	15	5	15	5	5	15	5	5	15	15	0
Lockheed Martin Corp.	Bethesda	MD	52			80	15	5	0	5	0	15	5	5	15	15	0
Rockwell Collins Inc.	Cedar Rapids	IA	550			78	15	5	0	5	5	15	5	5	7.5	15	0
Alliant Techsystems	Edina	MN	638			65	15	5	15	0	5	15	5	5	0	0	0
General Dynamics Corp.	Falls Church	VA	100			55	15	5	15	5	0	0	0	0	0	15	0
<i>Industry Average</i>						85											
Airlines																	
AMR Corp	Fort Worth	TX	105			100	15	5	15	5	5	15	5	5	15	15	0
US Airways Group, Inc.	Phoenix	AZ	424			100	15	5	15	5	5	15	5	5	15	15	0
Delta Air Lines Inc.	Atlanta	GA	135			85	15	5	0	5	5	15	5	5	15	15	0
Southwest Airlines Co.	Dallas	TX	300			83	15	5	15	5	0	15	0	5	7.5	15	0
Continental Airlines	Houston	TX	207			75	15	5	0	0	0	15	5	5	15	15	0
UAL Corp.	Elk Grove Township	IL	124			73	15	5	0	0	5	15	5	5	7.5	15	0
Northwest Airlines Corp.	Eagan	MN	182			65	15	5	0	0	0	15	0	0	15	15	0
<i>Industry Average</i>						83											
Apparel, Fashion, Textiles, Dept. Stores																	
Gap Inc.	San Francisco	CA	139			100	15	5	15	5	5	15	5	5	15	15	0
Levi Strauss & Co.	San Francisco	CA	484	44		100	15	5	15	5	5	15	5	5	15	15	0
Liz Claiborne Inc.	North Bergen	NJ	440			100	15	5	15	5	5	15	5	5	15	15	0
Nike Inc.	Beaverton	OR	163			100	15	5	15	5	5	15	5	5	15	15	0
Nordstrom Inc.	Seattle	WA	293			100	15	5	15	5	5	15	5	5	15	15	0
Recreational Equipment Inc.	Kent	WA				85	15	5	0	5	5	15	5	5	15	15	0
Federated Department Stores	Cincinnati	OH	87			80	15	5	0	0	5	15	5	5	15	15	0
L.L. Bean Inc.	Freeport	ME				73	15	5	15	5	5	15	0	5	7.5	0	0
Limited Brands Inc.	Columbus	OH	246			70	15	5	0	5	0	15	0	0	15	15	0
Reebok International	Canton	MA				68	15	0	0	0	5	15	5	5	7.5	15	0

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Lillian Vernon Corp.	White Plains	NY				55	15	5	0	0	0	15	0	5	0	15	0
Abercrombie & Fitch Co.	New Albany	OH	639			50	15	5	0	0	0	15	0	0	0	15	0
J. C. Penney Company Inc.	Plano	TX	118			50	15	5	0	0	0	15	0	0	15	0	0
Donna Karan	New York	NY				45	15	0	0	0	0	15	0	0	0	15	0
Men's Wearhouse Inc., The	Houston	TX	887			35	15	5	0	0	0	15	0	0	0	0	0
<i>Industry Average</i>						74											
Automotive																	
DaimlerChrysler Corp.	Auburn Hills	MI				100	15	5	15	5	5	15	5	5	15	15	0
Ford Motor Co.	Dearborn	MI	5			100	15	5	15	5	5	15	5	5	15	15	0
General Motors Corp.	Detroit	MI	3			100	15	5	15	5	5	15	5	5	15	15	0
Volkswagen of America Inc.	Auburn Hills	MI				100	15	5	15	5	5	15	5	5	15	15	0
Visteon Corp.	Van Buren Township	MI	128			95	15	5	15	0	5	15	5	5	15	15	0
Toyota Motor Sales USA Inc.	Torrance	CA				90	15	5	15	0	5	15	0	5	15	15	0
Subaru of America Inc.	Cherry Hill	NJ				70	15	5	0	5	5	15	5	5	0	15	0
Delphi Corp.	Troy	MI	77			60	15	0	0	0	0	15	0	0	15	15	0
Bridgestone Americas Holding Inc.	Nashville	TN				45	15	0	0	0	0	0	0	0	15	15	0
Dana Corp.	Toledo	OH	234			35	15	5	0	0	0	0	0	0	0	15	0
Navistar International Corp.	Warrenville	IL	201			30	15	0	0	0	0	0	0	0	15	0	0
Lear Corp.	Southfield	MI	127			20	15	5	0	0	0	0	0	0	0	0	0
Genuine Parts Co.	Atlanta	GA	245			15	15	0	0	0	0	0	0	0	0	0	0
Nissan North America	Gardena	CA				15	15	0	0	0	0	0	0	0	0	0	0
<i>Industry Average</i>						63											
Banking and Financial Services																	
American Express Co.	New York	NY	69			100	15	5	15	5	5	15	5	5	15	15	0
Bank of America Corp.	Charlotte	NC	12			100	15	5	15	5	5	15	5	5	15	15	0
Capital One Financial Corp.	McLean	VA	187			100	15	5	15	5	5	15	5	5	15	15	0
Charles Schwab Corp., The	San Francisco	CA	418			100	15	5	15	5	5	15	5	5	15	15	0
Citigroup Inc.	New York	NY	8			100	15	5	15	5	5	15	5	5	15	15	0
Credit Suisse Securities (USA) LLC	New York	NY				100	15	5	15	5	5	15	5	5	15	15	0
Deutsche Bank	New York	NY				100	15	5	15	5	5	15	5	5	15	15	0
Fannie Mae	Washington	DC				100	15	5	15	5	5	15	5	5	15	15	0
Goldman Sachs Group Inc., The	New York	NY	41			100	15	5	15	5	5	15	5	5	15	15	0
J.P. Morgan Chase & Co.	New York	NY	17			100	15	5	15	5	5	15	5	5	15	15	0
Lehman Brothers Holdings	New York	NY	62			100	15	5	15	5	5	15	5	5	15	15	0
Mellon Financial Corp.	Pittsburgh	PA	377			100	15	5	15	5	5	15	5	5	15	15	0
Merrill Lynch & Co.	New York	NY	34			100	15	5	15	5	5	15	5	5	15	15	0
Morgan Stanley	New York	NY	30			100	15	5	15	5	5	15	5	5	15	15	0
State Street Corp.	Boston	MA	307			100	15	5	15	5	5	15	5	5	15	15	0
SunTrust Banks Inc.	Atlanta	GA	217			100	15	5	15	5	5	15	5	5	15	15	0
Visa International	Foster City	CA				100	15	5	15	5	5	15	5	5	15	15	0
Wachovia Corp.	Charlotte	NC	57			100	15	5	15	5	5	15	5	5	15	15	0
Wells Fargo & Co.	San Francisco	CA	46			100	15	5	15	5	5	15	5	5	15	15	0
HSBC USA Inc.	Prospect Heights	IL				95	15	5	15	5	0	15	5	5	15	15	0
Northern Trust Corp.	Chicago	IL	533			95	15	5	15	0	5	15	5	5	15	15	0

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
UBS AG	Stamford	CT				95	15	5	15	0	5	15	5	5	15	15	0
Barclays Capital	New York	NY				90	15	5	15	0	0	15	5	5	15	15	0
Washington Mutual Inc.	Seattle	WA	99			90	15	5	15	0	5	15	0	5	15	15	0
A.G. Edwards Inc.	St. Louis	MO	665			85	15	5	15	5	5	15	5	5	15	0	0
Bank of New York Co.	New York	NY	278			85	15	5	0	5	5	15	5	5	15	15	0
Freddie Mac	McLean	VA				85	15	5	0	5	5	15	5	5	15	15	0
U.S. Bancorp	Minneapolis	MN	131			85	15	5	0	5	5	15	5	5	15	15	0
Comerica Inc.	Detroit	MI	524			80	15	5	0	5	5	15	0	5	15	15	0
Countrywide Financial Corp.	Calabasas	CA	122			80	15	5	15	0	5	15	5	5	0	15	0
MasterCard Inc.	Purchase	NY	627			80	15	5	0	0	5	15	5	5	15	15	0
General Electric Co.	Fairfield	CT	7			75	15	5	0	5	5	15	0	0	15	15	0
Harris Bankcorp Inc.	Chicago	IL				75	15	5	0	0	5	15	0	5	15	15	0
KeyCorp	Cleveland	OH	325			75	15	5	0	0	5	15	0	5	15	15	0
SLM Corp.	Reston	VA	331			75	15	5	0	0	0	15	5	5	15	15	0
E*TRADE Financial Corporation	New York	NY	679			73	15	5	0	5	5	15	0	5	7.5	15	0
PNC Financial Services Group Inc.	Pittsburgh	PA	290			73	15	5	0	0	5	15	5	5	7.5	15	0
Chamberlin Edmonds & Associates Inc	Atlanta	GA				68	15	0	0	0	5	15	5	5	7.5	15	0
ABN AMRO Holding N.V.	Chicago	IL				65	15	5	0	0	0	15	0	0	15	15	0
Fifth Third Bancorp	Cincinnati	OH	308			65	15	5	0	5	5	0	0	5	15	15	0
Franklin Templeton Investments	San Mateo	CA				60	15	5	0	0	5	15	0	5	0	15	0
National City Corporation	Cleveland	OH	213			58	15	5	0	5	5	0	0	5	7.5	15	0
Zurich North America	Schaumburg	IL				50	15	5	0	0	5	15	5	5	0	0	0
Golden West Financial Corp.	Oakland	CA	326			40	15	5	0	5	0	15	0	0	0	0	0
BB&T Corp.	Winston-Salem	NC	292			25	15	5	0	0	5	0	0	0	0	0	0
<i>Industry Average</i>						85											
Chemicals and Biotechnology																	
Dow Chemical Co.	Midland	MI	36			100	15	5	15	5	5	15	5	5	15	15	0
DuPont (E. I. du Pont de Nemours)	Wilmington	DE	73			100	15	5	15	5	5	15	5	5	15	15	0
Genentech Inc.	South San Francisco	CA				80	15	5	0	0	5	15	5	5	15	15	0
Air Products & Chemicals Inc.	Allentown	PA	282			75	15	5	15	0	5	0	0	5	15	15	0
PPG Industries	Pittsburgh	PA	232			60	15	5	0	5	5	0	0	0	15	15	0
Rohm and Haas Company	Philadelphia	PA	286			53	15	5	0	5	5	0	0	0	7.5	15	0
Praxair Inc.	Danbury	CT	297			25	15	5	0	0	5	0	0	0	0	0	0
<i>Industry Average</i>						70											
Computer and Data Services																	
ChoicePoint Inc.	Alpharetta	GA				100	15	5	15	5	5	15	5	5	15	15	0
International Business Machines Corp.	Armonk	NY	10			100	15	5	15	5	5	15	5	5	15	15	0
Unisys Corp.	Blue Bell	PA	372			90	15	5	15	5	0	15	5	0	15	15	0
SRA International Inc.	Fairfax	VA				75	15	5	0	0	0	15	5	5	15	15	0
Electronic Data Systems Corp.	Plano	TX	108			70	15	5	0	0	0	15	0	5	15	15	0
Keane Inc.	Boston	MA				50	15	5	0	0	0	15	0	0	15	0	0
The Dun & Bradstreet Corporation	Short Hills	NJ				35	15	0	0	0	0	15	5	0	0	0	0
Automatic Data Processing Inc.	Roseland	NJ	271			30	15	0	0	0	0	15	0	0	0	0	0

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Engineering and Construction																	
CH2M HILL Companies, Ltd.	Englewood	CO	591	88		80	15	5	0	0	5	15	5	5	15	15	0
Perkins & Will	Chicago	IL				70	15	0	0	0	0	15	5	5	15	15	0
DPR Construction	Redwood City	CA				50	15	0	0	0	0	15	5	0	0	15	0
KB Home	Los Angeles	CA	254			15	15	0	0	0	0	0	0	0	0	0	0
<i>Industry Average</i>						54											
Entertainment and Electronic Media																	
Clear Channel Communications Inc.	San Antonio	TX	252			100	15	5	15	5	5	15	5	5	15	15	0
Google Inc.	Mountain View	CA	353			100	15	5	15	5	5	15	5	5	15	15	0
Viacom Inc.	New York	NY	241			100	15	5	15	5	5	15	5	5	15	15	0
Walt Disney Co.	Burbank	CA	63			95	15	5	15	0	5	15	5	5	15	15	0
Yahoo! Inc.	Sunnyvale	CA	412			90	15	5	15	0	5	15	0	5	15	15	0
XM Satellite Radio Holdings Inc.	Washington	DC				88	15	5	15	0	5	15	5	5	7.5	15	0
Time Warner Inc.	New York	NY	40			85	15	5	0	5	5	15	5	5	15	15	0
Reuters America Holdings Inc.	New York	NY				80	15	5	0	0	5	15	5	5	15	15	0
Corbis Corporation	Seattle	WA				65	15	5	0	0	5	15	5	5	0	15	0
Blockbuster Inc.	Dallas	TX	366			60	15	5	0	0	0	15	5	5	0	15	0
Vivendi	New York	NY				50	15	5	0	0	0	15	0	0	0	15	0
<i>Industry Average</i>						83											
Food, Beverages and Groceries																	
Anheuser-Busch Companies Inc.	St. Louis	MO	146			100	15	5	15	5	5	15	5	5	15	15	0
Cargill Inc.	Wayzata	MN		1		100	15	5	15	5	5	15	5	5	15	15	0
Coca-Cola Company	Atlanta	GA	89			100	15	5	15	5	5	15	5	5	15	15	0
Coors Brewing Company	Golden	CO	373			100	15	5	15	5	5	15	5	5	15	15	0
General Mills Inc.	Minneapolis	MN	206			100	15	5	15	5	5	15	5	5	15	15	0
Kraft Foods Inc.	Northfield	IL				100	15	5	15	5	5	15	5	5	15	15	0
PepsiCo Inc.	Purchase	NY	61			100	15	5	15	5	5	15	5	5	15	15	0
Sodexo Inc.	Gaithersburg	MD				95	15	5	15	5	0	15	5	5	15	15	0
Whole Foods Market Inc.	Austin	TX	449			95	15	5	15	5	5	15	0	5	15	15	0
Miller Brewing Co.	Milwaukee	WI				90	15	5	15	5	0	15	0	5	15	15	0
Albertson's Inc.	Boise	ID	47			85	15	5	0	5	5	15	5	5	15	15	0
Brinker International Inc.	Dallas	TX	504			85	15	5	0	5	5	15	5	5	15	15	0
McDonald's Corp.	Oak Brook	IL	109			85	15	5	0	5	5	15	5	5	15	15	0
Starbucks Corp.	Seattle	WA	338			85	15	5	0	5	5	15	5	5	15	15	0
Applebee's International Inc.	Overland Park	KS				80	15	5	0	0	5	15	5	5	15	15	0
Aramark Corp.	Philadelphia	PA	215			80	15	5	0	0	5	15	5	5	15	15	0
Campbell Soup Co.	Camden	NJ	302			80	15	5	0	0	5	15	5	5	15	15	0
Darden Restaurants	Orlando	FL	409			80	15	5	0	0	5	15	5	5	15	15	0
Supervalu Inc.	Eden Prairie	MN	113			85	15	5	0	5	5	15	5	5	15	15	0
Giant Food LLC	Quincy	MA				78	15	5	15	5	5	15	5	5	7.5	0	0
Food Lion, LLC	Salisbury	NC				75	15	5	0	0	0	15	5	5	15	15	0
Dean Foods Co.	Dallas	TX	216			73	15	5	0	0	5	15	5	5	7.5	15	0
Safeway Inc.	Pleasanton	CA	50			70	15	5	0	5	5	0	5	5	15	15	0

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Insurance																	
Allianz Life Insurance Co. of North America	Minneapolis	MN				100	15	5	15	5	5	15	5	5	15	15	0
California State Automobile Association	San Francisco	CA				100	15	5	15	5	5	15	5	5	15	15	0
Chubb Corp.	Warren	NJ	156			100	15	5	15	5	5	15	5	5	15	15	0
CNA Insurance	Chicago	IL				100	15	5	15	5	5	15	5	5	15	15	0
ING North America Insurance Corp.	Atlanta	GA				100	15	5	15	5	5	15	5	5	15	15	0
MetLife Inc.	New York	NY	35			100	15	5	15	5	5	15	5	5	15	15	0
Nationwide	Columbus	OH	98			100	15	5	15	5	5	15	5	5	15	15	0
Prudential Financial Inc.	Newark	NJ	64			100	15	5	15	5	5	15	5	5	15	15	0
Aon Corp.	Chicago	IL	237			95	15	5	15	0	5	15	5	5	15	15	0
Lincoln National Corp.	Philadelphia	PA	396			95	15	5	15	5	0	15	5	5	15	15	0
John Hancock Financial Services Inc.	Boston	MA				93	15	5	15	5	5	15	5	5	7.5	15	0
Massachusetts Mutual Life Insurance Company	Springfield	MA	92			93	15	5	15	5	5	15	5	5	7.5	15	0
Allstate Corp., The	Northbrook	IL	58			85	15	5	0	5	5	15	5	5	15	15	0
Principal Financial Group	Des Moines	IA	261			85	15	5	0	5	5	15	5	5	15	15	0
New York Life Insurance Co.	New York	NY	74			78	15	5	15	5	5	15	5	5	7.5	0	0
UnumProvident Corp.	Chattanooga	TN	229			78	15	5	0	5	5	15	5	5	7.5	15	0
American Family Insurance Group	Madison	WI	323			75	15	5	0	0	0	15	5	5	15	15	0
Hartford Financial Services Co.	Hartford	CT	78			75	15	5	0	0	0	15	5	5	15	15	0
Mutual of Omaha Insurance	Omaha	NE	491			75	15	5	0	0	0	15	5	5	15	15	0
SAFECO Corp.	Seattle	WA	339			75	15	0	0	0	5	15	5	5	15	15	0
CUNA Mutual Insurance Group	Madison	WI	644			65	15	0	0	0	0	15	0	5	15	15	0
St. Paul Travelers Companies Inc.	St. Paul	MN	85			65	15	5	0	0	0	15	0	0	15	15	0
State Farm Group	Bloomington	IL	22			60	15	5	0	0	5	0	0	5	15	15	0
AEGON Insurance Group	Cedar Rapids	IA				35	0	5	0	0	5	15	5	5	0	0	0
Progressive Corp., The	Mayfield Village	OH	153			35	15	5	0	0	0	15	0	0	0	0	0
American International Group Inc.	New York	NY	9			30	15	0	0	0	0	15	0	0	0	0	0
Marsh & McLennan Companies Inc.	New York	NY	186			30	15	0	0	0	0	15	0	0	0	0	0
<i>Industry Average</i>						79											
Law Firms																	
Alston & Bird LLP	Atlanta	GA			50	100	15	5	15	5	5	15	5	5	15	15	0
Arnold & Porter	Washington	DC			39	100	15	5	15	5	5	15	5	5	15	15	0
Dorsey & Whitney	Minneapolis	MN			65	100	15	5	15	5	5	15	5	5	15	15	0
Faegre & Benson	Minneapolis	MN			99	100	15	5	15	5	5	15	5	5	15	15	0
Heller Ehrman LLP	San Francisco	CA			35	100	15	5	15	5	5	15	5	5	15	15	0
Jenner & Block LLP	Chicago	IL			74	100	15	5	15	5	5	15	5	5	15	15	0
McDermott Will & Emery LLP	Chicago	IL			13	100	15	5	15	5	5	15	5	5	15	15	0
Morrison & Foerster LLP	San Francisco	CA			24	100	15	5	15	5	5	15	5	5	15	15	0
Nixon Peabody LLP	Rochester	NY			62	100	15	5	15	5	5	15	5	5	15	15	0

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Retail and Consumer Products																	
Best Buy Co. Inc.	Richfield	MN	76			100	15	5	15	5	5	15	5	5	15	15	0
Clorox Company	Oakland	CA	460			100	15	5	15	5	5	15	5	5	15	15	0
Estee Lauder Companies	New York	NY	340			100	15	5	15	5	5	15	5	5	15	15	0
Mitchell Gold + Bob Williams	Taylorsville	NC				100	15	5	15	5	5	15	5	5	15	15	0
Replacements Ltd.	McLeansville	NC				100	15	5	15	5	5	15	5	5	15	15	0
S.C. Johnson & Son Inc.	Racine	WI				100	15	5	15	5	5	15	5	5	15	15	0
Sears Holdings Corporation	Hoffman Estates	IL	33			100	15	5	15	5	5	15	5	5	15	15	0
Walgreens Co.	Deerfield	IL	45			100	15	5	15	5	5	15	5	5	15	15	0
Whirlpool Corp.	Benton Harbor	MI	152			100	15	5	15	5	5	15	5	5	15	15	0
Borders Group Inc.	Ann Arbor	MI	490			95	15	5	15	5	0	15	5	5	15	15	0
Costco Wholesale Corp.	Issaquah	WA	28			93	15	5	15	5	5	15	5	5	7.5	15	0
Staples Inc.	Framingham	MA	137			93	15	5	15	5	5	15	5	5	7.5	15	0
Mattel Inc.	El Segundo	CA	416			88	15	5	15	0	5	15	5	5	7.5	15	0
Home Depot Inc.	Atlanta	GA	14			85	15	5	0	5	5	15	5	5	15	15	0
Kimberly-Clark Corporation	Irving	TX	140			85	15	5	0	5	5	15	5	5	15	15	0
Target Corp.	Minneapolis	MN	29			80	15	5	0	0	5	15	5	5	15	15	0
Colgate-Palmolive Co.	New York	NY	204			78	15	5	0	5	5	15	5	5	7.5	15	0
Hallmark Cards Inc.	Kansas City	MO		41		75	15	0	0	0	5	15	5	5	15	15	0
Rite Aid Corp.	Camp Hill	PA	129			70	15	5	0	5	5	15	5	5	15	0	0
Amazon.com Inc.	Seattle	WA	272			65	15	5	0	5	0	15	5	5	15	0	0
Hasbro Inc.	Pawtucket	RI	602			65	15	5	0	0	0	15	0	0	15	15	0
Procter & Gamble Co.	Cincinnati	OH	24			65	15	5	0	0	0	15	0	0	15	15	0
Wal-Mart Stores Inc.	Bentonville	AR	2			65	15	5	0	0	5	0	5	5	15	15	0
GameStop Corp.	Grapevine	TX	601			63	15	5	0	0	5	15	0	0	7.5	15	0
Barnes & Noble Inc.	New York	NY	422			60	15	5	0	0	0	15	5	5	0	15	0
Deluxe Corp.	Shoreview	MN	873			60	15	0	0	0	0	15	0	0	15	15	0
Office Depot Inc.	Delray Beach	FL	154			60	15	5	0	0	0	15	5	5	0	15	0
Harry & David Holdings Inc.	Medford	OR				58	15	0	0	0	0	15	5	0	7.5	15	0
Circuit City Stores Inc.	Richmond	VA	226			55	15	5	0	5	5	15	5	5	0	0	0
Toys 'R' Us Inc.	Wayne	NJ	208	13		45	15	0	15	0	0	0	0	0	15	0	0
RadioShack Corp.	Fort Worth	TX	423			40	15	0	0	0	0	15	5	5	0	0	0
Avon Products	New York	NY	281			30	15	0	0	0	0	15	0	0	0	0	0
AutoZone Inc.	Memphis	TN	378			25	15	5	0	5	0	0	0	0	0	0	0
Newell Rubbermaid Inc.	Atlanta	GA	332			15	15	0	0	0	0	0	0	0	0	0	0
Meijer	Grand Rapids	MI		10		0	0	0	0	0	0	0	0	0	0	0	0
<i>Industry Average</i>						70											
Telecommunications																	
AT&T Inc.	San Antonio	TX	39			100	15	5	15	5	5	15	5	5	15	15	0
BellSouth Corp.	Atlanta	GA	106			100	15	5	15	5	5	15	5	5	15	15	0
Sprint Nextel Corp	Reston	VA	59			100	15	5	15	5	5	15	5	5	15	15	0
Cox Communications Inc.	Atlanta	GA	316			95	15	5	15	5	0	15	5	5	15	15	0
Cingular Wireless	Atlanta	GA				85	15	5	0	5	5	15	5	5	15	15	0
Comcast Corp.	Philadelphia	PA	94			85	15	5	0	5	5	15	5	5	15	15	0

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Verizon Communications Inc.	Basking Ridge	NJ	18			85	15	5	0	5	5	15	5	5	15	15	0
Working Assets Funding Service Inc.	San Francisco	CA				83	15	0	15	0	5	15	5	5	7.5	15	0
Qwest Communications International Inc.	Denver	CO	160			70	15	5	0	5	0	15	0	0	15	15	0
EarthLink Inc.	Atlanta	GA				63	15	0	0	0	5	15	0	5	7.5	15	0
Verio Inc.	Englewood	CO				50	15	5	0	0	0	15	0	0	15	0	0
ALLTEL Corp	Little Rock	AR	251			30	15	5	0	0	5	0	0	5	0	0	0
<i>Industry Average</i>						79											
Tobacco																	
Reynolds American Inc.	Winston-Salem	NC	280			90	15	5	15	0	5	15	5	0	15	15	0
<i>Industry Average</i>						90											
Transportation, Travel																	
Travelport Inc.	Chicago	IL				95	15	5	15	5	5	15	0	5	15	15	0
Ryder System Inc.	Miami	FL	375			93	15	5	15	5	5	15	5	5	7.5	15	0
Worldspan Technologies Inc.	Atlanta	GA				90	15	5	15	5	0	15	5	0	15	15	0
Hotels.com, L.P.	Dallas	TX				85	15	5	0	5	5	15	5	5	15	15	0
Cendant Corp.	New York	NY	114			75	15	5	0	5	0	15	0	5	15	15	0
Royal Caribbean Cruises Ltd	Miami	FL				55	15	5	0	5	0	0	0	0	15	15	0
APL Limited	Oakland	CA				30	15	0	0	0	0	15	0	0	0	0	0
<i>Industry Average</i>						75											
Utilities																	
Consolidated Edison Co.	New York	NY	199			100	15	5	15	5	5	15	5	5	15	15	0
Keyspan Corp	Brooklyn	NY	295			100	15	5	15	5	5	15	5	5	15	15	0
PG&E Corp.	San Francisco	CA	200			100	15	5	15	5	5	15	5	5	15	15	0
Sempra Energy	San Diego	CA	197			100	15	5	15	5	5	15	5	5	15	15	0
Dominion Resources Inc.	Richmond	VA	123			95	15	5	15	5	5	15	0	5	15	15	0
Southern California Edison Company	Rosemead	CA				95	15	5	15	5	5	15	0	5	15	15	0
PacifiCorp	Portland	OR				85	15	5	0	5	5	15	5	5	15	15	0
DTE Energy Co.	Detroit	MI	259			80	15	5	0	5	5	15	0	5	15	15	0
Exelon Corp.	Chicago	IL	144			80	15	5	0	0	5	15	5	5	15	15	0
Northeast Utilities System	Berlin	CT	304			80	15	5	0	5	5	15	0	5	15	15	0
National Grid USA	Westborough	MA				75	15	5	0	0	0	15	5	5	15	15	0
Xcel Energy	Minneapolis	MN	247			75	15	5	0	0	0	15	5	5	15	15	0
Duke Energy Corp.	Charlotte	NC	117			65	15	5	0	5	5	0	0	5	15	15	0
Severn Trent Services Inc.	Fort Washington	PA				65	15	5	15	0	5	15	5	5	0	0	0
Calpine Corp.	San Jose	CA	275			63	15	0	0	0	0	15	5	5	7.5	15	0
Alliant Energy Corp.	Madison	WI	549			60	15	5	0	0	0	15	5	5	15	0	0
Baltimore Gas & Electric Co.	Baltimore	MD				55	15	0	0	0	0	15	5	5	0	15	0
PPL Corp.	Allentown	PA	350			55	15	5	0	0	5	0	0	0	15	15	0
Wisconsin Energy Corporation	Milwaukee	WI	510			55	15	5	0	0	5	0	0	0	15	15	0
Progress Energy Inc.	Raleigh	NC	222			53	15	5	0	0	0	15	5	5	7.5	0	0
Allegheny Energy	Greensburg	PA	572			50	0	5	0	5	0	15	5	5	0	15	0

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Reliant Energy Inc.	Houston	TX	220			50	15	5	0	5	5	0	0	5	15	0	0
Mirant Corporation	Atlanta	GA	479			45	15	5	0	0	0	15	5	5	0	0	0
PNM Resources Inc.	Albuquerque	NM	785			43	15	5	15	0	0	0	0	0	7.5	0	0
Aquila	Kansas City	MO	760			35	15	0	15	0	5	0	0	0	0	0	0
Edison International	Rosemead	CA	194			35	15	5	0	0	0	15	0	0	0	0	0
Entergy Corp.	New Orleans	LA	218			13	15	5	0	0	0	0	0	0	7.5	0	-15
<i>Industry Average</i>						67											

KEY:

■ Company was rated for first time in 2006.

■ Company has been rated in previous years.

1a Company includes "sexual orientation" in its equal employment opportunity policy.

1b Company provides diversity training on sexual orientation.

2a Company includes "gender identity" in its equal employment opportunity policy.

2b Company provides diversity training on gender identity OR company has supportive gender transition guidelines.

2c Company offers at least one transgender wellness benefit.

3a Company provides domestic partner health insurance.

3b Company provides domestic partner dental, vision, dependent and COBRA coverage on par with spousal benefits.

3c Company provides at least three other domestic partner benefits on par with spousal benefits.

4 Company supports a GLBT employee resource group OR company has a GLBT-inclusive diversity council OR (half-credit) company would support a GLBT employee resource group if employees expressed interest.

5 Company has directed appropriate marketing or philanthropy toward the GLBT community.

6 (Negative credit) Company has demonstrated actions that would undermine the goal of GLBT equality.

Below are the questions from the 2006 Corporate Equality Index (CEI) Survey.

Please use this document to prepare your answers prior to entering your information online at www.hrc.org/ceisurvey.

What questions count towards my score? Questions marked with **2006** will be used in part or in their entirety for scoring purposes in 2006 and beyond. All other questions are for informational purposes only and will not be used to calculate a score this year. However, some of these questions may be used

in future years' criteria. The HRC Foundation will provide at least one year's notice before adjusting the criteria of the CEI.

Questions? Contact Samir Luther at samir.luther@hrc.org or 202-572-8969.

The Human Rights Campaign Foundation staff and the HRC Business Council, whose members provide expert advice and counsel on GLBT workplace issues, are ready to provide assistance.

For more information on the CEI, please see our website — www.hrc.org/cei.

**PLEASE SUBMIT SURVEY INFORMATION ONLINE:
www.hrc.org/ceisurvey**

RESPONSE DEADLINE: JUNE 1, 2006

Basic Company and Contact Information

HRC will not publish or distribute contact information externally.

Company Name: _____

Full Time U.S. Employees: _____

Major Brands: _____

Major Subsidiaries: _____

Non-Discrimination/EEO Policies

HRC seeks a clear declaration of non-discrimination toward GLBT employees in an employer's primary non-discrimination or equal employment opportunity (EEO) statement. These policies are necessary in the stead of federal law prohibiting employment discrimination. HRC does not accept anti-harassment or other documents alone as evidence of an inclusive, primary policy.

Including "*sexual orientation*" in an EEO policy is designed to protect any employee regardless of sexual orientation, be it gay, lesbian, bisexual or heterosexual.

Including “*gender identity or expression*” in an EEO policy is designed to protect any employee whose dress, physiology and/or mannerism is outside stereotypical gender norms. This includes transitioning employees who are in the process of modifying their physical characteristics and manner of expression to satisfy the standards of another gender.

Note: While the complete phrase “gender identity or expression” is preferred for its inclusiveness, the shortened “gender identity” will be accepted for scoring purposes.

2006 1. Does your company bar employment discrimination based on sexual orientation by including the words “sexual orientation” in its primary non-discrimination or EEO policy? (Please attach a copy of the policy.)

- Yes, we have this policy company-wide (*please attach a copy of the policy*)
- Yes, but only in one or more subsidiaries or labor agreements
please elaborate in the notes section below
- No, we do not have this policy, but plan to enact in the next one year
- No, we do not have this policy
- Do not know

1a. If YES to Q1, does the policy apply to all global operations, including non-U.S. citizens based abroad?

- Yes, we have this policy in all global operations
- Yes, we have this policy in one or more offices outside the U.S.
- No, we do not have this policy in any global operations
- Not applicable, we have no employees based outside the U.S.
- Do not know

2006 2. Does your company bar employment discrimination based on gender identity or gender expression by including the words “gender identity” or “gender identity or expression” in its primary non-discrimination or EEO policy? (Please attach a copy of the policy.)

- Yes, we have this policy company-wide (*please attach a copy of the policy*)
- Yes, but only in one or more subsidiaries or labor agreements (*please elaborate in the notes section below*)
- No, we do not have this policy, but plan to enact in the next one year
- No, we do not have this policy
- Do not know

2a. If YES to Q2, does the policy apply to all global operations including non-U.S. citizens based abroad?

- Yes, we have this policy in all global operations
- Yes, we have this policy in one or more offices outside the U.S.
- No, we do not have this policy in any global operations
- Do not know
- Not applicable, we have no employees based outside the U.S.

Additional Notes to HRC:

Domestic Partner Benefits

Domestic partner benefits are a low-cost, high-value perk that show a commitment to lesbian, gay and bisexual employees. Other work/life benefits are equally important to GLBT families as they are to other families. Extending equivalent benefits such as family leave, relocation assistance and bereavement leave to employees in same-sex committed relationships as is offered to employees in opposite-sex married relationships demonstrates that an employer values all of its employees equally.

3. Does your company offer health insurance coverage to your U.S. employees' unmarried same-sex domestic partners? If no, please skip to question 3e. » **Credit on this question is dependent solely on whether health benefits are offered to same-sex partners.**
- 2006**
- Yes, we have this policy company-wide
 - Yes, but only in one or more subsidiaries or labor agreements (*please elaborate in the notes section below*)
 - No, we do not have this policy, but plan to enact in the next one year
 - No, we do not have this policy
 - Do not know
- 3a. If YES to Q3, how does your company define domestic partnerships?
- Definition of domestic partner includes same-sex partners only
 - Definition of domestic partner includes both same- and opposite-sex partners
- 3b. If YES to Q3, in what year did same-sex partner health insurance benefits become available at your company?
- _____ Year
- Do not know
- 3c. If YES to Q3, does your company “gross up” wages for employees who enroll for same-sex partner health benefits to cover the added tax burden from the imputed value of the benefit that appears as income for the employee?
- Yes, we do
 - No, we do not, but plan to in the next one year
 - No, we do not
 - Do not know / not applicable
- 3d. If YES to Q3, are partner benefits offered to employees in your global operations where not prohibited by law?
- Yes, we have this policy in all global operations
 - Yes, we have this policy in one or more offices outside the U.S.
 - No, we do not have this policy in any global operations
 - No, we do not have this policy, but plan to enact in the next one year
 - Do not know
 - Not applicable, we have no employees based outside the U.S.

3e. If NO to Q3, does your company offer cash compensation to employees to purchase their own health insurance for same-sex partners?

- Yes, we do
- No, we do not, but plan to in the next one year
- No, we do not
- Do not know / not applicable

4. What benefits do you offer, company-wide, to opposite-sex spouses that you also offer to same-sex partners of U.S. employees? » **Credit on this question is dependent solely on whether health benefits are offered to same-sex partners.**

Dental

- Opposite-sex spouses only
- Opposite-sex spouses, Same & Opposite-sex partners
- Opposite-sex spouses, Same-sex partners
- Not offered

Vision

- Opposite-sex spouses only
- Opposite-sex spouses, Same & Opposite-sex partners
- Opposite-sex spouses, Same-sex partners
- Not offered

Spouse/partner's dependent medical coverage

- Opposite-sex spouses only
- Opposite-sex spouses, Same & Opposite-sex partners
- Opposite-sex spouses, Same-sex partners
- Not offered

FMLA/FMLA-like benefits*

- Opposite-sex spouses only
- Opposite-sex spouses, Same & Opposite-sex partners
- Opposite-sex spouses, Same-sex partners
- Not offered†

COBRA/COBRA-like benefits continuation

- Opposite-sex spouses only
- Opposite-sex spouses, Same & Opposite-sex partners
- Opposite-sex spouses, Same-sex partners
- Not offered†

Bereavement leave*

- Opposite-sex spouses only
- Opposite-sex spouses, Same & Opposite-sex partners
- Opposite-sex spouses, Same-sex partners
- Not offered

Employer-provided supplemental life insurance for the spouse/partner

- Opposite-sex spouses only
- Opposite-sex spouses, Same & Opposite-sex partners
- Opposite-sex spouses, Same-sex partners
- Not offered

Relocation/travel assistance

- Opposite-sex spouses only
- Opposite-sex spouses, Same & Opposite-sex partners
- Opposite-sex spouses, Same-sex partners
- Not offered

Adoption assistance

- Opposite-sex spouses only
- Opposite-sex spouses, Same & Opposite-sex partners
- Opposite-sex spouses, Same-sex partners
- Not offered

Qualified joint and survivor annuity for spouse/partner

- Opposite-sex spouses only
- Opposite-sex spouses, Same & Opposite-sex partners
- Opposite-sex spouses, Same-sex partners
- Not offered

Qualified pre-retirement survivor annuity for spouse/partner

- Opposite-sex spouses only
- Opposite-sex spouses, Same & Opposite-sex partners
- Opposite-sex spouses, Same-sex partners
- Not offered

Retiree health care benefits

- Opposite-sex spouses only
- Opposite-sex spouses, Same & Opposite-sex partners
- Opposite-sex spouses, Same-sex partners
- Not offered

Employee discounts

- Opposite-sex spouses only
- Opposite-sex spouses, Same & Opposite-sex partners
- Opposite-sex spouses, Same-sex partners
- Not offered

Employee assistance program

- Opposite-sex spouses only
- Opposite-sex spouses, Same & Opposite-sex partners
- Opposite-sex spouses, Same-sex partners
- Not offered

Please describe any other benefits offered to an employee's same-sex partner:

* FMLA leave provided to employee on behalf of same-sex partner (equivalent treatment as compared to an employee's opposite-sex spouse) or partner's dependents.

* Bereavement leave taken in the event of a spouse or partner's death or, if applicable, the death of a spouse or partner's dependents/ children.

*Offered if spouse or partner adopts a child or if employee adopts spouse or partner's children.

† These benefits are federally mandated for opposite-sex spouses, but may be extended to same-sex partners.

5. What documentation, if any, does your company accept for the purpose of providing benefits to an employee's same-sex partner? (select all that apply)
- We do not require documentation for the purpose of partner benefits
 - We accept a notarized domestic partnership affidavit
 - We accept a local or state domestic partnership registration
 - We accept a state-issued civil union or marriage certificate
 - We accept a marriage certificate issued in another country
6. Does your company automatically recognize an employee's same-sex domestic partner as a beneficiary in the event that the employee fails to designate one and where permitted by law?
- Yes, we do
 - No, but plan to in the next one year
 - No, we do not
 - Do not know / not applicable

Additional Notes to HRC:

Transgender Employee Policies

Gender transition guidelines. Employees in the process of gender transition present unique situations that, if supportively and proactively addressed company-wide, can be handled with maximum comfort for everyone in the workplace.

Transgender wellness benefits. Some transgender people are denied health insurance coverage for certain treatments and procedures because of "transgender exclusion" clauses in health insurance plans and, furthermore, limitations on what procedures are deemed "medically necessary." HRC recommends that, wherever possible, employers make available company provided health care coverage for medically necessary treatments and procedures, as defined by the Harry Benjamin International Gender Dysphoria Association's Standards of Care for Gender Identity Disorders. These procedures can include mastectomy, hysterectomy, phalloplasty, vaginoplasty and other related procedures.

7. Does your company have written gender transition guidelines documenting supportive company policy on issues pertinent to a workplace gender transition such as name change policy, bathroom accommodations, dress codes and harassment? » **Guidelines submitted to the HRC Foundation will be used for internal purposes only.**
- Yes, we do (*please attach a copy of the guidelines*)
 - No, we do not, but plan to in the next one year
 - No, we do not
 - Do not know

- 2006** 8. For health care benefits available to your general work force, is there at least one company-sponsored plan that does not specifically exclude benefit coverage for transgender, transsexual or gender dysphoria-related treatments? Please describe any limitations on benefits available to transgender employees in the space provided below.

Counseling by a mental health professional

- Benefit offered, transgender employees excluded
 Benefit offered, no transgender exclusions

Pharmacy benefits covering hormone therapy

- Benefit offered, transgender employees excluded
 Benefit offered, no transgender exclusions

Medical visits to monitor the effects of hormone therapy and associated lab procedures

- Benefit offered, transgender employees excluded
 Benefit offered, no transgender exclusions

Medically necessary surgical procedures (i.e.: hysterectomy)

- Benefit offered, transgender employees excluded
 Benefit offered, no transgender exclusions

Short-term leave for surgical procedures

- Benefit offered, transgender employees excluded
 Benefit offered, no transgender exclusions

Please describe any other benefits or limitations to benefits available to transgender employees:

Diversity Management and Training

Management and oversight. Recognizing that “what gets measured gets managed,” the level of authority in an organization of the person charged with primary responsibility for setting standards and implementing diversity measures inclusive of GLBT diversity is an indicator of its importance to the organization.

GLBT employee resource group (ERG). ERGs can serve as a conduit of information from employees to management. They can help communicate corporate policies and actions to employees and to the public. They can also serve as crucial advisers to marketing and recruitment efforts.

Training. An employer’s commitment to diversity becomes an integral part of the corporate culture when it is widely owned by everyone in the organization. Diversity awareness or employee training programs are an important vehicle through which an employer communicates corporate values while engaging employees in implementing them at all levels of the organization.

Supplier standards. Proper stewardship over a company’s stated values requires supply chain management that includes an assessment of whether a vendor’s policies and practices are consistent with your organization’s policies and practices.

9. How many reporting levels exist between your company's CEO and the individual whose primary job function is work force diversity that includes gay, lesbian, bisexual or transgender diversity? (0=direct report) If there is no individual whose primary job function is work force diversity, please leave the answer blank.

_____ # Levels
 Do not know

10. Does your company have an officially recognized GLBT employee affinity group?

2006

- Yes, we do
 No, we do not, but plan to in the next one year
 No, we do not
 Do not know / not applicable

- 10a. If NO to Q10, would your company allow GLBT employees to use its facilities, electronic and other resources to form a group if one expressed interest?

2006

- Yes, we do
 No, we do not, but plan to in the next one year
 No, we do not
 Do not know / not applicable

- 10b. If YES to Q10, please provide contact information for the group:

» Information provided on this question will be available on our website — www.hrc.org

- Name of Group:
 Contact Name(s) and Phone(s):
 E-mail and Website:
 Mailing Address:

- 10c. If YES to Q10, does the group have a senior executive champion or sponsor (e.g.: Vice President or higher)?

- Yes, we do
 No, we do not, but plan to in the next one year
 No, we do not
 Do not know / not applicable

- 10d. If YES to Q10, are there established chapters of the group in your global operations?

- Yes, we have this policy in all global operations
 Yes, we have this policy in one or more offices outside the U.S.
 No, we do not have this policy in any global operations
 Not applicable, we have no employees based outside the U.S.
 Do not know

11. Does your company have a company-wide diversity council or working group with a mission that specifically includes GLBT diversity?

2006

- Yes, we do
 No, we do not, but plan to in the next one year
 No, we do not
 Do not know / not applicable

11a. If NO to Q11, does your company have another, non-GLBT specific, company-wide diversity council or working group?

- Yes, we do
- No, we do not, but plan to in the next one year
- No, we do not
- Do not know / not applicable

12. Can employees voluntarily disclose their sexual orientation and/or gender identity through human resource surveys or other data collection systems? Please select “Do not know/ not applicable” if you do not survey or otherwise collect employee information in aggregate form.

- Yes, we do
- No, we do not, but plan to in the next one year
- No, we do not
- Do not know / not applicable

13. If your company provides diversity awareness or employee training, what topics are covered and who is required to attend? (The topics covered may be included as part of a general overview of diversity, or in topic-specific sessions.) » **Credit on this question is provided for any training that is offered, irrespective of attendance requirements.**

2006

Sexual Orientation

- Yes, all employees required to attend
- Yes, all managers/supervisors required to attend
- Yes, some employees required to attend
- Yes, no employees required to attend
- No, not offered

Gender identity and expression

- Yes, all employees required to attend
- Yes, all managers/supervisors required to attend
- Yes, some employees required to attend
- Yes, no employees required to attend
- No, not offered

Disability

- Yes, all employees required to attend
- Yes, all managers/supervisors required to attend
- Yes, some employees required to attend
- Yes, no employees required to attend
- No, not offered

Race/ ethnicity

- Yes, all employees required to attend
- Yes, all managers/supervisors required to attend
- Yes, some employees required to attend
- Yes, no employees required to attend
- No, not offered

Gender

- Yes, all employees required to attend
- Yes, all managers/supervisors required to attend
- Yes, some employees required to attend
- Yes, no employees required to attend
- No, not offered

Other (describe below)

- Yes, all employees required to attend
- Yes, all managers/supervisors required to attend
- Yes, some employees required to attend
- Yes, no employees required to attend
- No, not offered

Please describe the other training employees receive:

14. Does your company have a supplier diversity program?

- Yes, we do
- No, we do not, but plan to in the next one year
- No, we do not
- Do not know / not applicable

14a. If YES to Q14, does your company seek to include GLBT-owned companies in your supplier diversity program?

- Yes, we do
- No, we do not, but plan to in the next one year
- No, we do not
- Do not know / not applicable

14b. If YES to Q14, what percentage of your current supply chain is GLBT-owned?

- _____%
- Do not know

Additional Notes to HRC:

Marketing and Advertising / Philanthropy / Sponsorship

Marketing / advertising. How a company spends its marketing and advertising budget is an indicator of its sensitivity to GLBT concerns. In answering this question, please be mindful of indicators such as the relative significance of certain marketing or advertising campaigns over others in terms of type of media and scope of reach. For instance, an advertisement with GLBT content in a mainstream national publication may be relatively more significant than one in a regional GLBT weekly or Pride Month program.

Sponsorship. Event sponsorships provide employers a way to invest in their stated values while benefiting from community recognition. In providing information about your organization's sponsorship activity, please be mindful of important quantitative indicators such as longevity of a particular sponsorship relationship and national or regional scope of the event.

Philanthropy. Philanthropy is a key component of an employer's broader social responsibility and is a link between an employer and the communities it serves. Forms of giving may include cash grants or product donations, and the types of recipients may include GLBT health, education or political organizations or projects. HRC does not accept employee matching gift recipients alone as evidence of an employer's charitable giving to the GLBT community. In providing information about your employer's philanthropic activities, please be mindful of important quantitative indicators such as the scope and reach of a project or organization, and the overall percent of your company's total philanthropic activities that such giving represents.

15. During the past year, has your company engaged in marketing or advertising to the GLBT community?

2006

This can include company-sponsored events marketed to the GLBT community, but does not include closed (i.e.: employee-only) events.

- Yes
- No
- Do not know / info not available

15a. If YES, please describe a maximum of three such advertising or marketing campaigns.

Name of Campaign _____

Number of outlets utilized (include total number of TV, online, print and other outlets)
 _____ # Outlets

- Do not know/ info not available

Scope of media (select all that apply)

- National
- Across entire operating area
- GLBT-only
- Local
- State
- Other

Duration of campaign in years

_____ # Years

- Do not know/ info not available

Creative content

- Gay-themed
- General audience

Name of Campaign _____

Number of outlets utilized (include total number of TV, online, print and other outlets)

_____ # Outlets

Do not know/ info not available

Scope of media (select all that apply)

- National
 Across entire operating area
 GLBT-only
 Local
 State
 Other

Duration of campaign in years

_____ # Years

Do not know/ info not available

Creative content

- Gay-themed
 General audience

Name of Campaign _____

Number of outlets utilized (include total number of TV, online, print and other outlets)

_____ # Outlets

Do not know/ info not available

Scope of media (select all that apply)

- National
 Across entire operating area
 GLBT-only
 Local
 State
 Other

Duration of campaign in years

_____ # Years

Do not know/ info not available

Creative content

- Gay-themed
 General audience

15b. Please provide any additional information about your company's advertising campaigns.
 Please use an extra sheet if necessary.

16. During the past year, has your company sponsored a GLBT health, educational, political or community event?

2006

- Yes
- No
- Do not know / info not available

16a. If YES, please describe a maximum of three events that your company has sponsored.

Name of event sponsored _____

Number of events sponsored
_____ # Events

- Do not know/ info not available

Scope of event (select all that apply)

- National
- Across entire operating area
- Local
- State
- Other

How many years have you sponsored this event?

_____ # Years

- Do not know/ info not available

Type of organization sponsored

- Political Organization
- Education Organization
- Health Organization
- Community Organization

Name of event sponsored _____

Number of events sponsored
_____ # Events

- Do not know/ info not available

Scope of event (select all that apply)

- National
- Across entire operating area
- Local
- State
- Other

How many years have you sponsored this event?

_____ # Years

- Do not know/ info not available

Type of organization sponsored

- Political Organization
- Education Organization
- Health Organization
- Community Organization

Name of event sponsored _____

Number of events sponsored

_____ # Events

Do not know/ info not available

Scope of event (select all that apply)

National

Across entire operating area

Local

State

Other

How many years have you sponsored this event?

_____ # Years

Do not know/ info not available

Type of organization sponsored

Political Organization

Education Organization

Health Organization

Community Organization

16b. Please provide any additional information about your company's event sponsorships.

Please use an extra sheet if necessary.

2006 17. During the past year, has your company provided financial support — either directly or through your corporate foundation, in-kind donations or otherwise — to GLBT health, educational, political or community-related organizations?

Yes

No

Do not know / info not available

17a. If YES, please describe a maximum of three such activities.

Name of organization _____

Type of support

Cash grant

In-kind

Other

Average annual amount or percent of total giving (do not include "\$" or "%" symbols in answer)

How many years have you supported this organization?

_____ # Years

Do not know/ info not available

Type of organization sponsored

- Political Organization
 - Education Organization
 - Health Organization
 - Community Organization
-

Name of organization _____

Type of support

- Cash grant
- In-kind
- Other

Average annual amount or percent of total giving (do not include "\$" or "%" symbols in answer)

How many years have you supported this organization?

_____ # Years

- Do not know/ info not available

Type of organization sponsored

- Political Organization
 - Education Organization
 - Health Organization
 - Community Organization
-

Name of organization _____

Type of support

- Cash grant
- In-kind
- Other

Average annual amount or percent of total giving (do not include "\$" or "%" symbols in answer)

How many years have you supported this organization?

_____ # Years

- Do not know/ info not available

Type of organization sponsored

- Political Organization
- Education Organization
- Health Organization
- Community Organization

17b. Please provide any additional information about your company's philanthropic activities.
Please use an extra sheet if necessary.


18. Please include any other information that would illustrate how your company views gay, lesbian, bisexual and transgender employees, consumers or investors. (This could include information on innovative business practices that affect the gay community, further description of employee benefits, innovative products or services adapted for the gay community, etc.)

Thank you for taking the time to complete the HRC Corporate Equality Index survey.

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