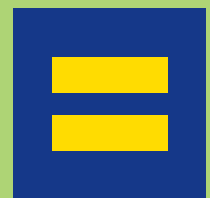


CORPORATE EQUALITY INDEX



2005

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



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As America's largest gay, lesbian, bisexual and transgender civil rights organization, the Human Rights Campaign provides a national voice on sexual orientation and gender identity and expression issues. HRC effectively lobbies Congress; mobilizes grassroots action in diverse communities; invests strategically to elect a fair-minded Congress; and increases public understanding through innovative education and communication strategies. HRC is a nonpartisan organization that works to advance equality based on sexual orientation and gender expression and identity, to ensure that gay, lesbian, bisexual and transgender Americans can be open, honest and safe at home, at work and in the community.

Human Rights Campaign Foundation, 1640 Rhode Island Ave., N.W., Washington, D.C. 20036

phone 202/628-4160 TTY 202/216-1572 fax 202/347-5323 website www.hrc.org

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Letter from HRC President Joe Solmonese

Dear Readers,

The spark was lit in 2002, and today the powerful glow of equality illuminates thousands of factory floors, board rooms and cubicles across America.

The fourth annual Human Rights Campaign Foundation Corporate Equality Index demonstrates, more dramatically than ever, the trend of corporate America treating its gay, lesbian, bisexual and transgender employees and consumers with equality.



Just consider these three statistics from this year's report:

- A total of 101 companies received the highest rating this year — an 80 percent increase from one year ago, when 56 companies received a perfect score.
- A total of 113 companies rated by the CEI now have transgender anti-discrimination protections compared to 59 in 2004, a 92 percent increase.
- In 2002, approximately 690,000 people were employed by the 13 companies that scored 100 percent. Today, 5.6 million people work at the 101 companies that score 100 percent.

Corporate America is ahead of the government in providing equal treatment for GLBT people because it knows that fairness is good for business. Workers who have access to health care for their families can put more focus on their jobs. Engaged, creative and productive employees are those who don't have to worry about discrimination. And creating an environment where individual differences are respected, not ignored, makes for a better work product.

The Human Rights Campaign Foundation's corporate advocacy program is a shining model for education and civil rights work. By harnessing the best and most savvy staff, employing sophisticated media advocacy and engaging thoughtful corporate leaders with timely and accurate information, we're making real change for millions of real people.

As we educate the public, stigma and stereotypes shatter and fairness prevails. As members of Congress so often say, "What's good for business is good for America." We couldn't agree more.

Thank you,

A handwritten signature in black ink that reads "Joe Solmonese". The signature is fluid and cursive, with a long horizontal stroke at the end.

Joe Solmonese
President, Human Rights Campaign

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Executive Summary

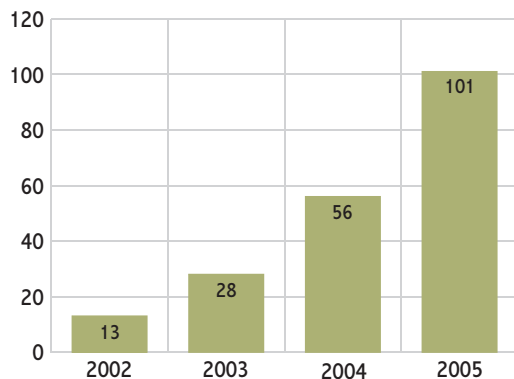
More major U.S. corporations scored 100 percent on the Human Rights Campaign Foundation Corporate Equality Index in 2005 than in any previous year. A total of 101 companies received the highest rating this year — an 80 percent increase from one year ago, when 56 companies received a perfect score. That number is nearly eight times the number of companies that scored 100 percent when the HRC Foundation launched the CEI three years ago.

United States employers, from the retail to defense industries, continue to charge forward with

comprehensive workplace-inclusion policies for gay, lesbian, bisexual and transgender employees.

In lockstep with the sustained growth in the number of companies scoring 100 percent is an increasingly positive trend in each of the indicators that comprise the CEI. For example, companies are continuing to extend health insurance coverage to employees' same-sex domestic partners as a low-cost means of attracting and retaining a talented workforce in spite of overall rising health care costs. Eighty-one percent of companies scored by the CEI offer health benefits to domestic partners, up from 70 percent in 2002.

Figure 1. Number of Companies with 100%, by Year



The most significant policy gain in 2005 was the addition of “gender identity or expression” in corporate non-discrimination policies. A total of 113 companies scored by the CEI now have such policies, compared to 59 in 2004 — a 92 percent increase. As transgender employees become more visible at all levels of employment, companies are quickly recognizing the impact that prohibiting transgender discrimination has on the bottom line.

Perhaps more important than the business benefits of fairness and inclusion is the number of workers these policies affect. The combined workforce of

HRC Foundation Corporate Equality Index 2005

The HRC Foundation's Corporate Equality Index is a simple and effective tool to rate major corporations on their treatment of gay, lesbian, bisexual and transgender employees, consumers and investors.

Companies were rated on a scale of 0 to 100 percent based on whether they:

1. Include “sexual orientation” in their primary written non-discrimination policy.
2. Include “gender identity” or “gender identity and/or expression” in their primary written non-discrimination policy.
3. Offer health insurance coverage to employees' same-sex domestic partners firm-wide or provide cash compensation to employees to purchase health insurance for a domestic partner on their own.
4. Officially recognize and support a GLBT employee resource group or have a firm-wide diversity council or working group whose mission specifically includes GLBT diversity, or would support employees' forming a GLBT employee resource group if some expressed interest by providing meeting space and other resources.
5. Offer diversity training that includes sexual orientation and/or gender identity and expression in the workplace.
6. Engage in respectful and appropriate marketing to the GLBT community and/or provide support through their corporate foundation or otherwise to GLBT health, educational, political or community organizations or events.
7. Engage in corporate action that would undermine the goal of equal rights for GLBT people.

Figure 2.
Growth in Policies, by Year (%)

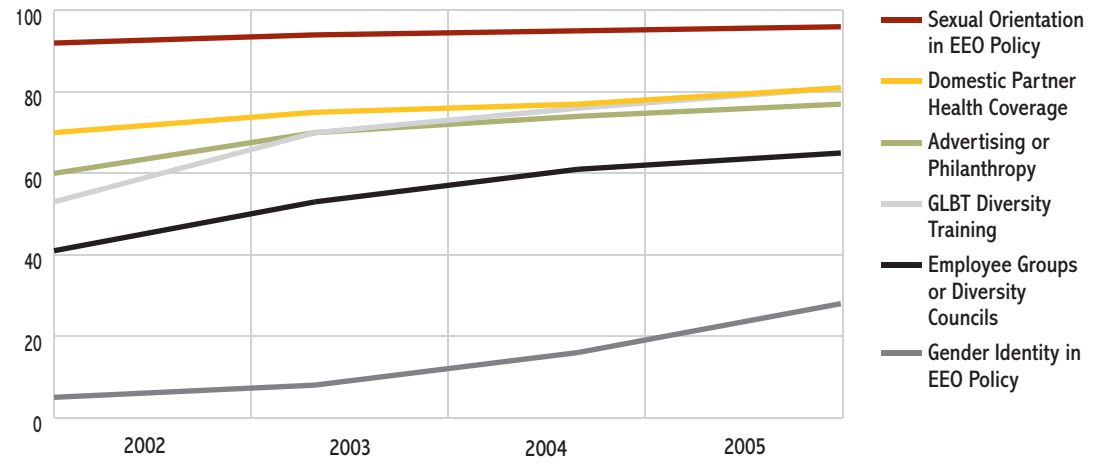
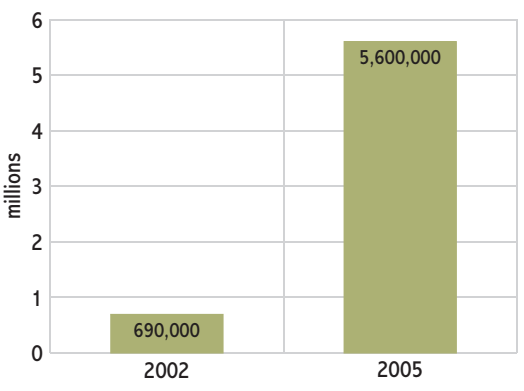


Figure 3.
Employees at 100% Companies



all companies rated by the HRC Foundation is 21.6 million employees. When the HRC Foundation first released the CEI in 2002, approximately 690,000 people were employed by the 13 companies that

scored 100 percent. Today, 5.6 million people work at the 101 companies scoring 100 percent. While not all of those employees are GLBT, all go to work in a corporate environment that sends a message to employees that GLBT people should be given equal opportunity, equal benefits and equal respect.

Inclusive policies for GLBT employees permeated more industries and more areas of corporate policy in 2005. GLBT-friendly policies are no longer solely a feature at high-tech, computer or financial services firms in California and New York. The oil and gas, defense and chemical manufacturing industries all had companies reach 100 percent for the first time in 2005. Meanwhile, the most progressive companies are opening up supplier diversity programs to GLBT-owned businesses and extending anti-discrimination protections and equal benefits throughout their global operations.

2005 Results

Corporate America is continuing a trend started in the 1990s to provide equal opportunity and benefits to GLBT employees. More than any other sector in American society in 2005, the advances in fairness and equality for the GLBT community through corporate policies have been quick and, in many cases, thorough.

As the only comprehensive measure of GLBT diversity initiatives, the HRC Foundation Corporate Equality Index rewards inclusive companies with recognition for their efforts in the marketplace and the labor market. As such, obtaining the top score of 100 percent has itself become an important part of the business case rationale for implementing GLBT-inclusive policies.

In 2005, 101 companies scored a perfect 100 percent on the CEI — an 80 percent increase from 2004, when 56 companies got the top grade. That number is nearly eight times the number that scored 100 percent at the CEI's inception in 2002, when only 13 companies had the highest score.

To many executives, the question of whether to offer fair and equitable policies turns on competitiveness. With 49 percent of Fortune 500 companies offering domestic partner benefits and 83 percent including sexual orientation in their

non-discrimination policies, companies that don't have such policies are increasingly marginalized and unable to compete. Furthermore, employers find that implementing these policies is not just important to the recruitment and retention of GLBT employees, but also of their non-GLBT colleagues who appreciate a supportive work environment free from discrimination of any kind.

The average score for companies increased again in 2005 to 86 percent from 79 percent. The average score went up 29 points since 2002.

The GLBT Consumer

Gay, lesbian, bisexual and transgender consumers will spend \$610 billion in 2005.¹ GLBT consumers are 70 percent more likely to shop from a company with inclusive policies in place.² Below is a list of some popular brands and their HRC Foundation Corporate Equality Index scores.

Eating In

Safeway Inc.	71
Whole Foods Market	57

Cruising Around

Ford/Volvo	100
Nissan	29

Dressing Up

Gap	100
Lord & Taylor	29

Stocking Up

Walgreens	100
Rite Aid	29

Staying Connected

Sprint	100
ALLTEL	29

Getting Your Gadgets

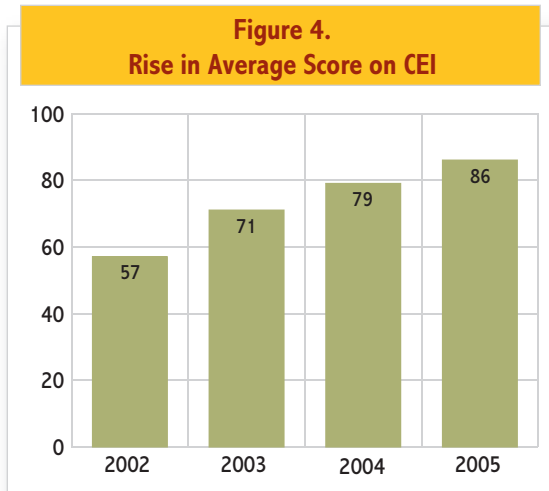
Best Buy	100
RadioShack	29

¹ Witeck-Combs Communications and Packaged Facts, "Gay Buying Power Projected at \$610 billion in 2005," Witeck-Combs Communications, Jan. 31, 2005, available at www.witeckcombs.com/show.news.asp?id=337&format=html.

² Harris Interactive, "National Survey Shows Gay-Specific Marketing Practices May Influence Brand Loyalty and Purchase Decisions of Gays, Lesbians and Bisexuals," Harris Interactive, Feb. 4, 2005.

“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.



The lowest score on the Corporate Equality Index this year was 14 percent. Five companies received 14 percent: oil giant ExxonMobil; grocery chain Meijer Inc.; Charlotte, N.C.-based National Gypsum; high-tech consulting firm Perot Systems; and Berkshire Hathaway subsidiary Shaw Industries.

Industry Analysis

High-performing companies on the CEI are no longer limited to a few of the most progressive industries. In 2005, six industries saw their first member company achieve 100 percent: aerospace and defense, chemicals and biotechnology, computer software, consulting, television networks and oil and gas.

In July, Waltham, Mass.-based defense giant Raytheon Co. announced that it was adding gender identity and expression to its non-discrimination policy, making it the first aerospace company to achieve 100 percent on the CEI. Raytheon leads all its competitors, including Rockwell Collins (43 percent) and General Dynamics (57 percent).

Midland, Mich.-based Dow Chemical Company, the largest chemical company in the United States, became the first in its industry to reach 100 percent. And in the oil and gas sector, BP and Chevron both reached scores of 100 percent in 2005 for the first time. This leaves ExxonMobil, the world's largest oil company and third largest chemicals manufacturer, behind Dow, increasingly at odds with its competition.

Both the computer software and consulting industries saw two companies each reach 100 percent for the first time. Microsoft and California-based Intuit share the top spot in the software industry. And Ernst & Young and KPMG are together at 100 percent in the consulting industry.

CBS became the first television network to achieve 100 percent. Its owner, New York-based Viacom Inc., also owns BET, MTV, Showtime and LOGO, the new GLBT cable channel.

Out of the 32 industries that the HRC Foundation rates, only five have no companies at 100 percent: advertising and marketing, engineering and construction, forest and paper products and tobacco.

Next Practices

Supplier diversity managers are increasingly focusing their programs toward GLBT-owned businesses. A total of 205 businesses indicated that they have a supplier diversity program and 12 percent of those include GLBT-owned companies in their initiatives, up from 9 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.

Companies are also increasingly adding a global dimension to GLBT-inclusive policies. Among rated companies, 48 percent extend sexual orientation protections, 60 percent extend gender identity non-discrimination policies and 24 percent extend domestic partner benefits to employees in all their global operations.

“ For Raytheon, adding gender identity and expression to our policy was an example of matching the talk with the walk. ”

— **Hayward L. Bell**, chief diversity officer,
Raytheon Co.

Table 1. 100 Percent in 2005

Company	Headquarters City	Headquarters State	In Fortune 500	Company	Headquarters City	Headquarters State	In Fortune 500
Aetna Inc.	Hartford	CT	✓	Intuit Inc.	Mountain View	CA	
Agilent Technologies Inc.	Palo Alto	CA	✓	J.P. Morgan Chase & Co.	New York	NY	✓
Alston & Bird LLP	Atlanta	GA		Jenner & Block	Chicago	IL	
American Airlines	Ft. Worth	TX	✓		New		
American Express Co.	New York	NY	✓	Johnson & Johnson	Brunswick	NJ	✓
Apple Computer Inc.	Cupertino	CA	✓	Kaiser Permanente	Oakland	CA	
AT&T Corp.	Bedminster	NJ	✓	Keyspan Corp	Brooklyn	NY	✓
Avaya Inc.	Basking Ridge	NJ	✓	Kimpton Hotel & Restaurant Group Inc.	San Francisco	CA	
Bausch & Lomb Inc.	Rochester	NY		KPMG LLP	New York	NY	
Best Buy Co. Inc.	Richfield	MN	✓	Kraft Foods Inc.	Northfield	IL	
Borders Group Inc.	Ann Arbor	MI	✓	Lehman Brothers Holdings	New York	NY	✓
BP America	Warrenville	IL		Levi Strauss & Co.	San Francisco	CA	✓
California State Automobile Association	San Francisco	CA		Lexmark International Inc.	Lexington	KY	✓
Capital One Financial Corp.	McLean	VA	✓	Lincoln National Corp.	Philadelphia	PA	✓
Cargill Inc.	Wayzata	MN		Lucent Technologies Inc.	Murray Hill	NJ	✓
The Charles Schwab Corp.	San Francisco	CA	✓	Mellon Financial Corp.	Pittsburgh	PA	✓
Chevron Corp.	San Ramon	CA	✓	Merrill Lynch & Co.	New York	NY	✓
ChoicePoint Inc.	Alpharetta	GA		MetLife (Metropolitan Life Insurance)	New York	NY	✓
Chubb Corp.	Warren	NJ	✓	Microsoft Corp.	Redmond	WA	✓
Cisco Systems	San Jose	CA	✓	Miller Brewing Co.	Milwaukee	WI	
Citigroup Inc.	New York	NY	✓	Mitchell Gold and Bob Williams	Taylorsville	NC	
CMP Media LLC	Manhasset	NY		Molson Coors Brewing Company	Golden	CO	✓
Corning Inc.	Corning	NY	✓	Morrison & Foerster	San Francisco	CA	
Credit Suisse First Boston	New York	NY		Motorola Inc.	Schaumburg	IL	✓
Cummins Inc.	Columbus	IN	✓	Nationwide	Columbus	OH	✓
Daimler Chrysler Corp.	Auburn Hills	MI		NCR Corp.	Dayton	OH	✓
Dell Inc.	Round Rock	TX	✓	New York Times Co.	New York	NY	
Deutsche Bank	New York	NY		Nike Inc.	Beaverton	OR	✓
Dominion Resources Inc.	Richmond	VA	✓	Nordstrom Inc.	Seattle	WA	✓
Dow Chemical Co.	Auburn Hills	MI	✓	Northern Trust Corp.	Chicago	IL	
Eastman Kodak Co.	Rochester	NY	✓	The Olivia Companies LLC	Oakland	CA	
Ernst & Young	New York	NY		Owens Corning	Toledo	OH	✓
Estee Lauder Companies	New York	NY	✓	PepsiCo Inc.	Purchase	NY	✓
Faegre & Benson	Minneapolis	MN		Pfizer Inc.	New York	NY	✓
Ford Motor Co.	Dearborn	MI	✓	PG&E Corp.	San Francisco	CA	✓
Freescale Semiconductor Inc.	Austin	TX		Prudential Financial Inc.	Newark	NJ	✓
Gap Inc.	San Francisco	CA	✓	Raytheon Co.	Waltham	MA	✓
General Mills Inc.	Minneapolis	MN	✓	Replacements Ltd.	McLeansville	NC	
GlaxoSmithKline Inc.	Philadelphia	PA		SBC Communications Inc.	San Antonio	TX	✓
Global Hyatt Corp.	Chicago	IL		SC Johnson & Son Inc.	Racine	WI	
The Goldman Sachs Group Inc.	New York	NY	✓	Sears, Roebuck and Co.	Hoffman Estates	IL	✓
Hewlett-Packard Co.	Palo Alto	CA	✓	Southern California Edison	Rosemead	CA	
Intel Corp.	Santa Clara	CA	✓	Sprint Corp.	Overland Park	KS	✓
International Business Machines Corp.	Armonk	NY	✓				

Table 1. 100 Percent in 2005 (continued)

Company	Headquarters City	Headquarters State	In Fortune 500	Company	Headquarters City	Headquarters State	In Fortune 500
Sun Microsystems	Santa Clara	CA	✓	Viacom Inc.	New York	NY	✓
SunTrust Banks Inc.	Atlanta	GA	✓	Walgreens Co.	Deerfield	IL	✓
Tech Data Corp.	Clearwater	FL	✓	Washington Mutual Inc.	Seattle	WA	✓
The Toyota Motor Sales, U.S.A. Inc.	Torrance	CA		Wells Fargo & Co.	San Francisco	CA	✓
UBS	New York	NY		Whirlpool Corp.	Benton Harbor	MI	✓
Unisys Corp.	Blue Bell	PA	✓	Worldspan Technologies Inc.	Atlanta	GA	
US Airways Group	Arlington	VA	✓	Wyndham International Inc.	Dallas	TX	
				Xerox Corp.	Stamford	CT	✓

Working Against Equality

Company	CEI Score
Emerson Electric Co.	29
Entergy Corp.	36
Exxon Mobil Corp.	14
MBNA Corp.	43
Perot Systems Corp.	14

There are still many companies in the United States that have yet to stake out any position on inclusive policies for GLBT employees¹ — good or bad. Competitiveness, or lack thereof, will compel them to act sooner or later. These five companies, however, are actively resisting equal treatment for GLBT employees and the broader community. Their actions fall into three basic categories.

1. Rolling Back Equal Benefits

Energy company **Entergy Corp.** ended the domestic partner benefits program run by the New York Power Authority at two power plants when it acquired them in 2001. 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.

2. Fighting Fairness

Emerson Electric Co. has endured years of requests by shareholders to add sexual orientation to its non-discrimination policy, but has stubbornly refused. In 2005, 38.9 percent of shareholders voted to amend the company policy to protect gay, lesbian and bisexual workers. Emerson's employees are left to rely

on state laws to protect them against sexual orientation discrimination — but they are not much help. It is still legal in 34 states to fire an employee for being gay or lesbian, and it is legal in 44 states to fire an employee for being transgender. There are no federal protections for workers against discrimination based on sexual orientation or gender identity.

3. Supporting Discrimination

In 2001, the **MBNA Foundation** provided more than \$5,000 to James Dobson's organization, Focus on the Family, a religious-political group that supports discrimination against GLBT Americans. The company has not answered repeated calls from the HRC Foundation to explain its positions.

ExxonMobil

ExxonMobil has the dubious distinction of being the only U.S. company to roll back both benefits eligibility for its employees' domestic partners and a sexual orientation non-discrimination policy. 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 Mobil employees were brought under Exxon's policies. The company has consistently refused to add sexual orientation to its non-discrimination policy despite shareholder attempts. And instead of modifying its written policy for its employees, the company professes not to discriminate.

¹ Companies with no known anti-GLBT activity automatically earned 14 percentage points. Otherwise, companies lost those points based on such actions as undue influence by a significant shareholder calculated to undermine a company's employment policies or practices related to its GLBT employees or directing corporate charitable contributions in a manner calculated to undermine equality for GLBT people. Scores on this criterion may also be based on information related to a company's actions, such as opposing shareholder resolutions reasonably aimed at encouraging the adoption of non-discrimination policies covering sexual orientation and/or gender identity, directing resources from a majority-owned subsidiary to an institution(s) whose mission or goals undermine equality for GLBT people or engaging in proven practices that are contrary to the company's written GLBT employment policies.

Changes in the HRC Foundation Corporate Equality Index for 2006

Corporate performance on GLBT diversity is harder to track than many other diversity indicators. Unlike race or gender, employers are not required to track the number of employees who are GLBT. In fact, it is understandable that GLBT employees choose not to disclose their sexual orientation or gender identity, as it is legal to fire them in 34 states based on their sexual orientation and in 44 states based on their gender identity or expression.

The HRC Foundation Corporate Equality Index is intended to serve as a road map to corporate diversity leaders to help them stay on top of the evolving field of GLBT workplace policies. As such, the HRC Foundation 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 important, providing the tools for employers to meet them. Our ultimate goal is for all companies to achieve 100 percent by keeping criteria of the index rigorous, but also fair and achievable.

Transparency of the rating system and advance notice — at least 12 months — of any changes are paramount in our philosophy. Since 2002, the organization has been surveying companies on nearly 50 indicators of GLBT workplace equality that were not included in the rating scheme. In

2004, the HRC Foundation proposed a set of changes to take effect in 2006, contingent on the success of our ongoing data collection and conversations with leaders at the most advanced companies on what 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 both married heterosexual spouses and GLBT employees' families. In addition to the criteria that already comprise the CEI, the following indicators will be added to the rating system in 2006.

I. Equal benefits

- A. *The CEI will measure parity of domestic partner benefits. When an employer provides health insurance coverage to employees' heterosexual spouses, points will be allotted if it provides same-sex domestic partners with equal:*
- COBRA continuation coverage
 - Dental, vision and dependent medical coverage to the domestic partner's legal dependents
- B. *The CEI will allot points to companies that have achieved parity for domestic partners in **at least three** of the following benefits, if they are provided to spouses of heterosexual employees:*
- 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
 - Employee discounts

II. Transgender equality and wellness benefits

- A. *The CEI will allot points to companies that have instituted written gender transition*

“As the concept of corporate responsibility toward the GLBT community evolves and HRC refines its ability to measure nuances ... the criteria, and the index itself, are likely to change.”

— HRC Foundation Corporate Equality Index Report, 2002

guidelines documenting supportive company policy on issues pertinent to a workplace gender transition OR provide a diversity training curricula that is inclusive of gender identity and expression issues in the workplace

- B. The CEI will allot points to companies that have at least one company-sponsored plan where **at least one** of these benefits are also available to transgender employees as part of a medically supervised treatment plan:
- *Counseling by a mental health professional*
 - *Pharmacy benefits covering hormone therapy*
 - *Medical visits to monitor the effects of hormone therapy and associated lab procedures*
 - *Medically necessary surgical procedures such as hysterectomy*
 - *Short-term disability leave for surgical procedures*

In 2006, the HRC Foundation will also adjust how it calculates the CEI score. The most significant change in this area is how the HRC Foundation will treat the sole negative criterion — whether companies engage in corporate actions that undermine the goal of GLBT equal rights. Since the CEI’s launch in 2002, the HRC Foundation has automatically awarded a company points on this measure if there was no evidence that the company had engaged in action that would undermine the goal of equal rights for GLBT people. Beginning in 2006, companies will not receive points automatically. Instead, the HRC Foundation will deduct 15 points from the scores of companies that engage in actions that undermine equality.

The final scoring mechanism and points allocation for 2006 is:

	Points Awarded	Category Total
1. Non-discrimination policy includes sexual orientation	15 pts	
a. Sexual orientation diversity training offered	5 pts	
		20 pts
2. Non-discrimination policy includes gender identity and/or expression	15 pts	
a. Gender identity diversity training offered OR supportive gender transition guidelines in place	5 pts	
b. Parity in at least one transgender wellness benefit	5 pts	
		25 pts
3. Company-provided domestic partner health insurance	15 pts	
a. Parity in COBRA, dental, vision and domestic partners legal dependent coverage	5 pts	
b. Parity in at least three other domestic partner benefits	5 pts	
		25 pts
4. Company-supported GLBT employee resource group or firm-wide diversity council that includes GLBT issues, OR:	15 pts	
Would support a GLBT employee resource group with company resources if employees expressed an interest (half credit)	7.5 pts	
		15 pts
5. Engages in appropriate and respectful advertising and marketing or sponsors GLBT community events or organizations		15 pts
6. Engages in action that would undermine the goal of GLBT equality		(15 pts)
		100 pts

 New criteria added for 2006.

Methodology

For each of the last four years, the HRC Foundation Workplace Project has surveyed that year's Fortune 500 companies, companies on *Forbes'* list of the 200 largest privately held firms and any other company with 500 or more employees that requested a rating or for which the HRC Foundation had sufficient data to derive a score. The 2005 survey was mailed in February to the chief executive officer, the head of human resources and any other contacts who requested it. A total of 755 companies were surveyed in 2005. Once preliminary scores were tabulated, letters were sent in July to all the companies informing them of their score and asking them to provide the HRC Foundation with any additional information or updates.

The response rate in 2005 was higher than in any previous year. This indicates that corporate America is fully engaged and wants recognition for diversity efforts.

A total of 236 companies returned surveys, for a response rate of 31 percent. (The response rate was 13 percent in 2002.) In the end, 402 companies were rated. Of those rated companies, 80 percent have responded to the HRC Foundation's survey in at least one of the past four years. Among companies scoring 100 percent, the response rate was 97 percent in 2005.

The HRC Foundation did not rely solely on self-reporting to rate companies. The HRC Foundation

employed a team of researchers to investigate and cross-check corporate policies and practices. They scrutinized filings with the Securities and Exchange Commission to track connections between companies' significant shareholders and any anti-gay organizations or activities. When ties are found between major shareholders and anti-gay activities, the information is footnoted in this report, but it does not impact a company's score.

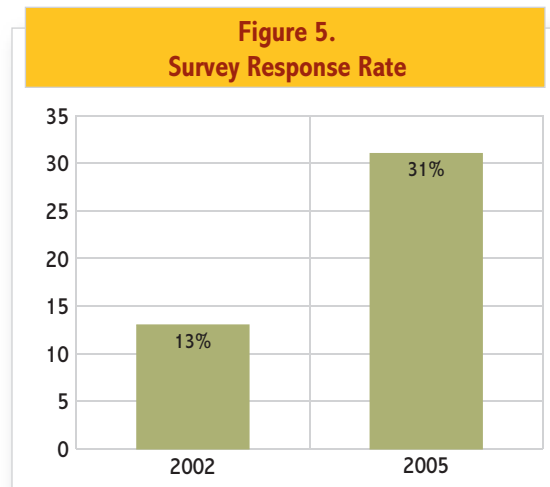
HRC Foundation staff also reviewed IRS 990 forms for foundation gifts to anti-gay groups and searched case law and news accounts to ascertain whether allegations of discrimination on the basis of sexual orientation and/or gender identity or expression had been brought against any of these corporations.

These data were supplemented by the HRC Foundation's Workplace Project, which since 1995 has collected information on U.S. employers and 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 the HRC Foundation 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. All averages expressed in this report are medians.

Each of the seven factors was given equal weight in calculating the score. Half-credit was given for criterion No. 4 if a company had neither a GLBT employee resource group nor a fully inclusive diversity council but would allow a GLBT resource group access to facilities, should one arise. Until 2006, all companies will receive credit for the last criterion unless the HRC Foundation has found evidence that they have engaged in action that would undermine the goal of equal rights for GLBT people.

The index is guided in part by the Equality Principles, 10 benchmarks for companies seeking to

Figure 5.
Survey Response Rate



demonstrate a commitment to equal treatment of GLBT employees, consumers and investors. The Equality Principles were developed in 1992 by the Equality Project, a New York-based group that monitors corporate policies and practices surrounding sexual orientation and gender identity and expression.

The 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, the HRC Foundation realizes that a company's CEI score cannot convey the nuances of its performance on these issues. For more detailed explanations of corporate practices, readers should consult the HRC Foundation Workplace Project website (www.hrc.org/worklife).

The goal of the HRC Foundation's Workplace Project is to assist all companies in improving the policies and climate for GLBT employees. To those ends, the HRC Foundation offers continually updated resources for employers on each of the criteria covered by the CEI. The HRC Foundation encourages companies interested in participating in the CEI to contact the HRC Foundation Workplace Project at hrcworknet@hrc.org.

Conclusion

Now in its fourth year, the HRC Foundation Corporate Equality Index has once again demonstrated solid growth of GLBT-inclusive policies in the American workplace. By creating a competitive environment in which companies vie to be on top, the HRC Foundation has been able to impact thousands of company policies and the lives of hundreds of thousands of GLBT people. Until governments recognize GLBT families, the Workplace Project brings real benefits to the day-to-day lives of people in the GLBT community.

Moreover, the impact of fair-minded policies reaches far beyond offices and cubicles and crosses political boundaries. A human resources executive who embraces GLBT workplace equality takes that value home to her family and neighborhood. Co-workers who are able to get to know an openly gay or lesbian colleague more easily understand that human rights are at stake, and are therefore less likely to vote for anti-gay laws.

As we work and wait for the government to give GLBT families the most basic recognition, the HRC Foundation is creating the cultural change that will make such laws possible. Working with the corporate community, the HRC Foundation will be instrumental in one day gaining GLBT civil rights so that all employees and their families will be protected — no matter where they work.

About the HRC Foundation Workplace Project

The Human Rights Campaign Foundation's 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 GLBT diversity initiatives. It provides decision makers with cutting-edge research, expert counsel, online resources, best practice information and on-site training and education. HRC Workplace Project staff act as business consultants for diversity professionals seeking to position their companies as employers of choice. Project staff also position themselves as trusted allies to hundreds of executives in corporate America and makes available the expertise of the HRC Foundation Business Council for trusted, peer-to-peer advice.

For more information, visit our website at www.hrc.org/worklife or contact the HRC Foundation Workplace Project at 202/628-4160 or via e-mail at hrcworknet@hrc.org.

Acknowledgements and About the Authors

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About the Authors

Daryl Herrschaft

Director

HRC Foundation Workplace Project

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

Herrschaft has directly consulted with dozens of major corporations on the full range of GLBT workplace policies. He has presented HRC Foundation findings to diverse audiences, including the Conference Board, the Society for Human

Resource Management and the New York City Council. He is frequently called upon by national and local media, has been featured in *The Washington Post* and appeared 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 the HRC Foundation, Herrschaft was a research associate at the Urban Institute. He holds a bachelor's degree from the George Washington University.

Samir Luther

Research Coordinator

HRC Foundation Workplace Project

Samir Luther joined the Workplace Project of the HRC Foundation in November 2004. As research coordinator, his responsibilities include consulting directly with major corporations seeking to implement GLBT-inclusive workplace policies, expanding and maintaining the online searchable database of employers and policies, compiling the latest data on benefit costs and advantages and managing the annual *Corporate Equality Index* survey.

Luther previously worked for HRC as a graduate field intern, as well as the League of Conservation Voters and the Gay & Lesbian Victory Fund, and is a former steering committee member of SustainUS. He holds a bachelor's degree in business administration from Washington University in St. Louis.

HRC Foundation Business Council

The HRC Foundation Workplace Project was aided in the development of the survey instrument and the CEI criteria by the HRC Foundation Business Council, an advisory group formed in 1997 and composed primarily of GLBT executives in a variety of disciplines from major U.S. corporations. Although not involved in tabulating the data or calculating individual scores, the group provides substantial expertise and experience in corporate policy and decision-making to help ensure that the index is rigorous and fair.

John K. Barry
J.P. Morgan Chase

Selisse Berry
Out & Equal Workplace Advocates

Phil Burgess
Walgreens Co.

Natalie Butto
Starbucks Corp.

Kevin Cheng

Wes Combs
Witeck-Combs Communications

Scott Coors
Coors Brewing Co.

Charlie S. Frew
Bellsouth Corp.

Scottie Ginn
IBM Corp.

Jamison Green
Inovant

John Hassell
Hewlett-Packard

Emily Jones
Eastman Kodak Co. (retired)

J. Kevin Jones
Citigroup

Grant Lukenbill
Global Consumer Index

Sue McManus
Nationwide

Steve Mulligan
Sears Roebuck & Co. (retired)

Mendes Napoli
Napoli Management Group

Marc Nichols

Keith Powell
Eastman Kodak Co.

Donna Rose

Rob Shook
IBM Corp.

Richard Spencer
The George Group

John Sullivan
Imation Corp.

Louise Young
Raytheon Co.

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Appendix A

2005 CORPORATE EQUALITY INDEX SCORES, SORTED ALPHABETICALLY BY COMPANY NAME

Employer Name	City	State	Fortune Rank	2005 Score	2004 Score	"Sexual Orientation" in EEO	"Gender Identity or Expression" in EEO	Domestic Partner Benefits	GLBT Employee Resource Group or Diversity Council	Diversity Training	Marketing, Sponsorship or Philanthropy	No Anti-GLBT Activities
3M Company	St. Paul	MN	105	71	71	✓			✓	✓	✓	✓
A.G. Edwards Inc.	St. Louis	MO		43	43			✓		✓		✓
Abbott Laboratories	Abbott Park	IL	100	71	71	✓		✓		✓	✓	✓
Abercrombie & Fitch Co.	New Albany	OH		71	71	✓		✓		✓	✓	✓
ABN AMRO Holding N.V.	Chicago	IL		86	86	✓		✓	✓	✓	✓	✓
Accenture Ltd.	New York	NY		86	86	✓		✓	✓	✓	✓	✓
Adobe Systems Inc.	San Jose	CA		86	86	✓		✓	✓	✓	✓	✓
Advanced Digital Information Corp.	Redmond	WA		29	29	✓						✓
Advanced Micro Devices	Sunnyvale	CA	387	71	71	✓		✓		✓	✓	✓
Aegon USA	New York	NY		43				✓		✓		✓
Aetna Inc.	Hartford	CT	108	100	100	✓	✓	✓	✓	✓	✓	✓
Affiliated Computer Services	Dallas	TX	460	86	86	✓		✓	✓	✓	✓	✓
Agilent Technologies Inc.	Palo Alto	CA	290	100	100	✓	✓	✓	✓	✓	✓	✓
AIG (American International Group)	New York	NY	9	43	29	✓		✓				✓
Air Products & Chemicals Inc.	Allentown	PA	281	86	71	✓	✓		✓	✓	✓	✓
Albertson's Inc.	Boise	ID	35	71	71	✓			✓	✓	✓	✓
Allegheny Energy	Hagerstown	MD		57	57			✓		✓	✓	✓
Allianz Life Insurance Co. of North America	Minneapolis	MN		71		✓		✓	✓	✓		✓
The Allstate Corp.	Northbrook	IL	51	86	86	✓		✓	✓	✓	✓	✓
ALLTEL Corp	Little Rock	AR	265	29	0	✓						✓
Alston & Bird LLP	Atlanta	GA		100		✓	✓	✓	✓	✓	✓	✓
Altria Group Inc. (Philip Morris Companies Inc.)	New York	NY	17	71	71	✓		✓		✓	✓	✓
Amazon.com Inc.	Seattle	WA	303	71	71	✓		✓	✓	✓		✓
American Airlines	Ft. Worth	TX	119	100	100	✓	✓	✓	✓	✓	✓	✓
American Express Co.	New York	NY	62	100	100	✓	✓	✓	✓	✓	✓	✓
American President Lines Ltd.	Oakland	CA		43	43	✓		✓				✓
Amgen Inc.	Thousand Oaks	CA	212	86	71	✓		✓	✓	✓	✓	✓
Anheuser-Busch Companies Inc.	St. Louis	MO	139	86	79	✓		✓	✓	✓	✓	✓
Apple Computer Inc.	Cupertino	CA	263	100	100	✓	✓	✓	✓	✓	✓	✓
Applebee's International Inc.	Overland Park	KS		86	86	✓		✓	✓	✓	✓	✓
Applied Materials Inc.	Santa Clara	CA	270	71	71	✓		✓		✓	✓	✓

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Aquila	Kansas City	MO		29	29	✓						✓
Aramark Corp.	Philadelphia	PA	219	86	86	✓		✓	✓	✓	✓	✓
Archer Daniels Midland Co.	Decatur	IL	44	29	29	✓						✓
AT&T Corp.	Bedminster	NJ	56	100	100	✓	✓	✓	✓	✓	✓	✓
Automatic Data Processing Inc.	Roseland	NJ	277	43	29	✓		✓				✓
AutoZone Inc.	Memphis	TN	350	43	43	✓				✓		✓
Avaya Inc.	Basking Ridge	NJ	451	100	100	✓	✓	✓	✓	✓	✓	✓
Aventis Pharmaceuticals Inc.	Bridgewater	NJ		86	86	✓		✓	✓	✓	✓	✓
Avnet Inc.	Phoenix	AZ	217	43	43	✓		✓				✓
Avon Products	New York	NY	278	57	57	✓		✓			✓	✓
Baldor Electric Co.	Fort Smith	AR		29	29					✓		✓
Baltimore Gas & Electric Co.	Baltimore	MD		57	43	✓		✓			✓	✓
Bank of America Corp.	Charlotte	NC	18	86	86	✓		✓	✓	✓	✓	✓
Bank of New York Co.	New York	NY	293	86	86	✓		✓	✓	✓	✓	✓
Barnes & Noble Inc.	New York	NY	335	71	71	✓		✓		✓	✓	✓
Bausch & Lomb Inc.	Rochester	NY		100	100	✓	✓	✓	✓	✓	✓	✓
Baxter International Inc.	Deerfield	IL	237	64	64	✓			✓	✓	✓	✓
Bayer Corp.	Pittsburgh	PA		29	29			✓				✓
BB&T Corp.	Winston-Salem	NC	312	43	14	✓				✓		✓
Bear Creek Corp.	Medford	OR		64	64	✓		✓	✓		✓	✓
BellSouth Corp.	Atlanta	GA	87	86	86	✓		✓	✓	✓	✓	✓
Ben and Jerry's Homemade Inc.	South Burlington	VT		71	71	✓		✓		✓	✓	✓
Best Buy Co. Inc.	Richfield	MN	77	100	100	✓	✓	✓	✓	✓	✓	✓
Biovail Pharmaceuticals Inc.	Bridgewater	NJ		57	57	✓		✓		✓		✓
Blockbuster Inc.	Dallas	TX		71	71	✓		✓		✓	✓	✓
The Boeing Co.	Chicago	IL	25	86	86	✓		✓	✓	✓	✓	✓
Booz Allen Hamilton Inc.	McLean	VA		86	86	✓		✓	✓	✓	✓	✓
Borders Group Inc.	Ann Arbor	MI	475	100	100	✓	✓	✓	✓	✓	✓	✓
BP America	Warrenville	IL		100	86	✓	✓	✓	✓	✓	✓	✓
Bridgestone Americas Holding Inc. (Firestone)	Nashville	TN		57	57	✓			✓		✓	✓
Bright Horizons Family Solutions Inc.	Watertown	MA		86	71	✓	✓	✓	✓	✓		✓
Brinker International Inc.	Dallas	TX	492	86		✓		✓	✓	✓	✓	✓
Bristol-Myers Squibb Co.	New York	NY	93	86	86	✓		✓	✓	✓	✓	✓

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California State Automobile Association	San Francisco	CA		100	71	✓	✓	✓	✓	✓	✓	✓
Calpine Corp.	San Jose	CA	242	64	79	✓		✓	✓		✓	✓
Campbell Soup Co.	Camden	NJ	297	71	71	✓		✓		✓	✓	✓
Capital One Financial Corp.	McLean	VA	206	100	100	✓	✓	✓	✓	✓	✓	✓
Caremark RX	Nashville	TN	73	57		✓		✓		✓		✓
Cargill Inc.	Wayzata	MN		100	100	✓	✓	✓	✓	✓	✓	✓
Carlson Companies Inc.	Minnetonka	MN		86	43	✓		✓	✓	✓	✓	✓
Caterpillar	Peoria	IL	57	57	57	✓			✓	✓		✓
Cendant Corp.	New York	NY	107	86	86	✓		✓	✓	✓	✓	✓
Cerner Corp.	Kansas City	MO		57	29	✓	✓			✓		✓
CH2M HILL Companies, Ltd.	Englewood	CO		86		✓		✓	✓	✓	✓	✓
Chamberlin Edmonds & Associates Inc.	Atlanta	GA		64		✓		✓	✓		✓	✓
The Charles Schwab Corp.	San Francisco	CA	411	100	100	✓	✓	✓	✓	✓	✓	✓
Chevron Corp.	San Ramon	CA	6	100	86	✓	✓	✓	✓	✓	✓	✓
ChoicePoint Inc.	Alpharetta	GA		100	100	✓	✓	✓	✓	✓	✓	✓
Chubb Corp.	Warren	NJ	161	100	100	✓	✓	✓	✓	✓	✓	✓
Cigna Corp.	Philadelphia	PA	122	86	86	✓		✓	✓	✓	✓	✓
Energy Corp.	Cincinnati	OH	412	71	71	✓			✓	✓	✓	✓
Cingular Wireless	Atlanta	GA		86	86	✓		✓	✓	✓	✓	✓
Circuit City Stores Inc.	Richmond	VA	231	43	29	✓		✓				✓
Cisco Systems	San Jose	CA	91	100	100	✓	✓	✓	✓	✓	✓	✓
Citigroup Inc.	New York	NY	8	100	100	✓	✓	✓	✓	✓	✓	✓
Clear Channel Communications Inc.	San Antonio	TX	239	86		✓		✓	✓	✓	✓	✓
The Clorox Company	Oakland	CA	445	57	57	✓		✓		✓		✓
CMP Media LLC	Manhasset	NY		100	86	✓	✓	✓	✓	✓	✓	✓
The Coca-Cola Company	Atlanta	GA	92	71	71	✓		✓	✓		✓	✓
Coca-Cola Enterprises	Atlanta	GA	123	57	57	✓		✓		✓		✓
Colgate-Palmolive Co.	New York	NY	210	79	79	✓		✓	✓	✓	✓	✓
Comcast Corp.	Philadelphia	PA	102	86		✓		✓	✓	✓	✓	✓
Comerica Inc.	Detroit	MI		64		✓		✓	✓	✓		✓
Compass Group North America	Charlotte	NC		71	71	✓		✓		✓	✓	✓
ConocoPhillips	Houston	TX	7	64	64	✓			✓	✓	✓	✓
Consolidated Edison Co.	New York	NY	228	71	71	✓		✓		✓	✓	✓
Continental Airlines	Houston	TX	232	86	86	✓		✓	✓	✓	✓	✓

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Cooper Tire & Rubber	Findlay	OH	470	50			✓		✓	✓		✓
Corning Inc.	Corning	NY	480	100		✓	✓	✓	✓	✓	✓	✓
Costco Wholesale Corp.	Issaquah	WA	29	57	43	✓		✓		✓		✓
Countrywide Financial Corp.	Calabasas	CA	150	86		✓		✓	✓	✓	✓	✓
Cox Communications Inc.	Atlanta	GA	322	86	86	✓		✓	✓	✓	✓	✓
Cracker Barrel Restaurants (CBRL Group Inc.)	Lebanon	TN		29	29	✓						✓
Credit Suisse First Boston	New York	NY		100	86	✓	✓	✓	✓	✓	✓	✓
CSX Corp.	Richmond	VA	269	57		✓			✓	✓		✓
Cummins Inc.	Columbus	IN	257	100	86	✓	✓	✓	✓	✓	✓	✓
D&B (The Dun & Bradstreet Corp.)	Short Hills	NJ		43	43	✓		✓				✓
Daimler Chrysler Corp.	Auburn Hills	MI		100	86	✓	✓	✓	✓	✓	✓	✓
Dana Corp.	Toledo	OH	201	57	43	✓				✓	✓	✓
Darden Restaurants	Orlando	FL	386	86	86	✓		✓	✓	✓	✓	✓
Dean Foods Co.	Franklin Park	IL	205	64		✓		✓	✓	✓		✓
Deere & Co.	Moline	IL	106	64	64	✓			✓	✓	✓	✓
Dell Inc.	Round Rock	TX	28	100	100	✓	✓	✓	✓	✓	✓	✓
Deloitte & Touche	New York	NY		86	86	✓		✓	✓	✓	✓	✓
Delphi	Troy	MI	63	71	71	✓		✓	✓		✓	✓
Delta Airlines Inc.	Atlanta	GA	138	86	86	✓		✓	✓	✓	✓	✓
Deluxe Corp.	Shoreview	MN		71	71	✓		✓	✓		✓	✓
Deutsche Bank	New York	NY		100	100	✓	✓	✓	✓	✓	✓	✓
Dole Food Co. Inc.	Westlake Village	CA	369	71	71	✓		✓		✓	✓	✓
Dominion Resources Inc.	Richmond	VA	151	100		✓	✓	✓	✓	✓	✓	✓
Domino's Inc.	Ann Arbor	MI		57	50				✓	✓	✓	✓
Donna Karan	New York	NY		57	57	✓		✓			✓	✓
Dow Chemical Co.	Auburn Hills	MI	34	100	86	✓	✓	✓	✓	✓	✓	✓
Dow Jones & Co. Inc.	New York	NY		43	43	✓		✓				✓
DPR Construction	Redwood City	CA		57	57	✓		✓			✓	✓
DTE Energy Co.	Detroit	MI	296	71	86			✓	✓	✓	✓	✓
Duke Energy	Charlotte	NC	86	71	71	✓			✓	✓	✓	✓
DuPont (E. I. du Pont de Nemours)	Wilmington	DE	66	86	57	✓		✓	✓	✓	✓	✓
E*TRADE Financial Corporation	New York	NY		86	86	✓		✓	✓	✓	✓	✓
EarthLink Inc.	Atlanta	GA		86	86	✓		✓	✓	✓	✓	✓

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Eastman Kodak Co.	Rochester	NY	153	100	100	✓	✓	✓	✓	✓	✓	✓
Edison International	Rosemead	CA	187	71	71	✓		✓		✓	✓	✓
Electronic Arts Inc.	Redwood City	CA		93	93	✓	✓	✓	✓	✓	✓	✓
Electronic Data Systems Corp.	Plano	TX	95	86	86	✓		✓	✓	✓	✓	✓
Eli Lilly & Co.	Indianapolis	IN	152	86	71	✓		✓	✓	✓	✓	✓
EMC Corp.	Hopkinton	MA	266	57	57	✓		✓	✓			✓
Emerson Electric Co.	St. Louis	MO	134	29	29					✓	✓	
Entergy Corp.	New Orleans	LA	221	36	36	✓			✓	✓		
Ernst & Young	New York	NY		100	86	✓	✓	✓	✓	✓	✓	✓
Estee Lauder Companies	New York	NY	346	100	57	✓	✓	✓	✓	✓	✓	✓
Exelon	Chicago	IL	145	71		✓		✓	✓		✓	✓
Exxon Mobil Corp.	Irving	TX	2	14	14					✓		
Faegre & Benson	Minneapolis	MN		100	100	✓	✓	✓	✓	✓	✓	✓
Fannie Mae	Washington	DC		86	71	✓		✓	✓	✓	✓	✓
Federated Department Stores	Cincinnati	OH	133	86	86	✓		✓	✓	✓	✓	✓
FedEx Corp.	Memphis	TN	78	71	57	✓			✓	✓	✓	✓
Fifth Third Bancorp	Cincinnati	OH	317	57	43	✓			✓	✓		✓
Fisher Scientific International	Hampton	NH	414	43		✓		✓				✓
Ford Motor Co.	Dearborn	MI	4	100	100	✓	✓	✓	✓	✓	✓	✓
Franklin Templeton Investments	San Mateo	CA		29	29						✓	✓
Freddie Mac	McLean	VA		71	71	✓		✓	✓		✓	✓
Freescale Semiconductor Inc.	Austin	TX		100		✓	✓	✓	✓	✓	✓	✓
The Gallup Organization	Washington	DC		57	57	✓		✓			✓	✓
Gannett Co. Inc.	McLean	VA	283	86	86	✓		✓	✓	✓	✓	✓
Gap Inc.	San Francisco	CA	130	100	86	✓	✓	✓	✓	✓	✓	✓
Gateway Inc.	Poway	CA	495	71	71	✓		✓		✓	✓	✓
Genentech	South San Francisco	CA		86	86	✓		✓	✓	✓	✓	✓
General Dynamics Corp.	Falls Church	VA	115	43	57					✓	✓	✓
General Electric Co.	Fairfield	CT	5	86	86	✓		✓	✓	✓	✓	✓
General Mills Inc.	Minneapolis	MN	197	100	86	✓	✓	✓	✓	✓	✓	✓
General Motors Corp.	Milford	MI	3	86	86	✓		✓	✓	✓	✓	✓
Genuine Parts Co.	Atlanta	GA	245	29	29	✓						✓
Georgia Pacific	Atlanta	GA	109	71	71	✓			✓	✓	✓	✓
The Gillette Co.	Boston	MA	215	86	86	✓		✓	✓	✓	✓	✓

APPENDIX A: 2005 CORPORATE EQUALITY INDEX SCORES, SORTED ALPHABETICALLY BY COMPANY NAME

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GlaxoSmithKline Inc.	Philadelphia	PA		100	86	✓	✓	✓	✓	✓	✓	✓
Global Hyatt Corp.	Chicago	IL		100	86	✓	✓	✓	✓	✓	✓	✓
Golden West Financial Corp.	Oakland	CA	435	57		✓		✓		✓		✓
The Goldman Sachs Group Inc.	New York	NY	59	100	100	✓	✓	✓	✓	✓	✓	✓
Guidant Corp.	Indianapolis	IN	485	86		✓		✓	✓	✓	✓	✓
H. E. Butt Grocery Co.	San Antonio	TX		43	43	✓					✓	✓
H. J. Heinz Co.	Pittsburgh	PA	259	29	29	✓						✓
The Hain Celestial Group Inc.	Melville	NY		43	43	✓		✓				✓
Hallmark Cards Inc.	Kansas City	MO		71	57	✓		✓	✓		✓	✓
Hannaford Brothers	Portland	ME		86	86	✓		✓	✓	✓	✓	✓
Harrah’s Entertainment Inc.	Las Vegas	NV	396	86	29	✓		✓	✓	✓	✓	✓
Harris	Chicago	IL		86	86	✓		✓	✓	✓	✓	✓
Hartford Financial Services Co.	Hartford	CT	88	86	86	✓		✓	✓	✓	✓	✓
Harvard Pilgrim Health Care Inc.	Wellesley	MA		86	86	✓		✓	✓	✓	✓	✓
Hasbro Inc.	Pawtucket	RI		86	86	✓		✓	✓	✓	✓	✓
Health Net Inc.	Woodland Hills	CA	185	57	57	✓		✓		✓		✓
Heller, Ehrman, White & McAuliffe	San Francisco	CA		86	86	✓		✓	✓	✓	✓	✓
The Hershey Company	Hershey	PA	436	50		✓			✓		✓	✓
Hewitt Associates	Lincolnshire	IL		86	86	✓		✓	✓	✓	✓	✓
Hewlett-Packard Co.	Palo Alto	CA	11	100	100	✓	✓	✓	✓	✓	✓	✓
Hilton Hotels Corp.	Beverly Hills	CA		86	57	✓		✓	✓	✓	✓	✓
Hoffmann-La Roche Inc.	Nutley	NJ		86	86	✓		✓	✓	✓	✓	✓
The Home Depot Inc.	Atlanta	GA	13	86	71	✓		✓	✓	✓	✓	✓
Honeywell International Inc.	Morristown	NJ	75	86	86	✓		✓	✓	✓	✓	✓
Hormel Foods Corp.	Austin	MN	402	29	29	✓						✓
Host Marriott	Bethesda	MD	486	57	57	✓		✓		✓		✓
Hotels.com	Dallas	TX		86		✓		✓	✓	✓	✓	✓
Howard & Howard Attorneys, PC	Kalamazoo	MI		50	50	✓		✓	✓			✓
HSBC USA Inc.	New York	NY		86		✓		✓	✓	✓	✓	✓
Humana Inc.	Louisville	KY	162	57	43	✓			✓	✓		✓
Illinois Tool Works Inc.	Glenview	IL	183	79	64	✓	✓		✓	✓	✓	✓
Imation Corp.	Oakdale	MN		79	79	✓		✓	✓	✓	✓	✓
ING North America Insurance Corp.	Atlanta	GA		57		✓		✓	✓			✓

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Instinet Group Inc.	New York	NY		57	57	✓		✓			✓	✓
Intel Corp.	Santa Clara	CA	50	100	100	✓	✓	✓	✓	✓	✓	✓
International Business Machines Corp.	Armonk	NY	10	100	100	✓	✓	✓	✓	✓	✓	✓
International Paper Co.	Stamford	CT	70	86	86	✓		✓	✓	✓	✓	✓
Interpublic Group of Companies Inc.	New York	NY	332	71	57	✓		✓	✓		✓	✓
Intuit Inc.	Mountain View	CA		100		✓	✓	✓	✓	✓	✓	✓
J.C. Penney Company Inc.	Plano	TX	74	71	57	✓		✓	✓	✓		✓
J.P. Morgan Chase & Co.	New York	NY	20	100	100	✓	✓	✓	✓	✓	✓	✓
Jenner & Block	Chicago	IL		100	86	✓	✓	✓	✓	✓	✓	✓
John Hancock Financial Services Inc.	Boston	MA		93	79	✓	✓	✓	✓	✓	✓	✓
Johnson & Johnson	New Brunswick	NJ	30	100	86	✓	✓	✓	✓	✓	✓	✓
Kaiser Permanente	Oakland	CA		100	86	✓	✓	✓	✓	✓	✓	✓
KB Home	Los Angeles	CA	300	43	43	✓					✓	✓
Keane Inc.	Boston	MA		71	71	✓		✓	✓	✓		✓
Kellogg Co.	Battle Creek	MI	234	71	71	✓			✓	✓	✓	✓
Keyspan Corp	Brooklyn	NY	302	100	100	✓	✓	✓	✓	✓	✓	✓
Kimberly-Clark	Irving	TX	135	86	71	✓		✓	✓	✓	✓	✓
Kimpton Hotel & Restaurant Group Inc.	San Francisco	CA		100	100	✓	✓	✓	✓	✓	✓	✓
KLA-Tencor	San Jose	CA		79	79	✓		✓	✓	✓	✓	✓
Kmart Corp.	Troy	MI	113	43	57	✓					✓	✓
Knight Ridder	San Jose	CA		57	57	✓		✓		✓		✓
KPMG LLP	New York	NY		100	86	✓	✓	✓	✓	✓	✓	✓
Kraft Foods Inc.	Northfield	IL		100	100	✓	✓	✓	✓	✓	✓	✓
The Kroger Co.	Cincinnati	OH	21	57	57	✓				✓	✓	✓
L.L. Bean Inc.	Freeport	ME		57	57	✓		✓			✓	✓
Lauren Manufacturing Co.	New Philadelphia	OH		29	29					✓		✓
Lear Corp.	Southfield	MI	127	43	43	✓				✓		✓
Lehman Brothers Holdings	New York	NY	94	100	100	✓	✓	✓	✓	✓	✓	✓
Levi Strauss & Co.	San Francisco	CA	464	100	100	✓	✓	✓	✓	✓	✓	✓
Lexmark International Inc.	Lexington	KY	370	100	86	✓	✓	✓	✓	✓	✓	✓
Lillian Vernon Corp.	Rye	NY		71	71	✓		✓		✓	✓	✓
Limited Brands Inc.	Columbus	OH	240	86	86	✓		✓	✓	✓	✓	✓
Lincoln National Corp.	Philadelphia	PA	363	100	86	✓	✓	✓	✓	✓	✓	✓

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Liz Claiborne Inc.	New York	NY	418	86	57	✓		✓	✓	✓	✓	✓
Lockheed Martin Corp.	Bethesda	MD	47	86	71	✓		✓	✓	✓	✓	✓
Lucent Technologies Inc.	Murray Hill	NJ	247	100	100	✓	✓	✓	✓	✓	✓	✓
Marriott International	Washington	DC	224	86	86	✓		✓	✓	✓	✓	✓
Marsh & McLennan Companies Inc.	New York	NY	176	43	43	✓		✓				✓
Massachusetts Mutual Life Insurance Company	Springfield	MA	83	57	57	✓		✓	✓			✓
MasterCard Inc.	Purchase	NY		86	86	✓		✓	✓	✓	✓	✓
Mattel Inc.	El Segundo	CA	383	57	57	✓		✓			✓	✓
The May Department Stores Co.	St. Louis	MO	147	29	29	✓						✓
Maytag Corp.	Newton	IA	410	29	29	✓						✓
MBNA Corp.	Wilmington	DE	171	43	43	✓		✓		✓		
McDonald’s Corp.	Oak Brook	IL	116	79	57	✓		✓	✓	✓	✓	✓
The McGraw-Hill Companies Inc.	New York	NY	375	86	86	✓		✓	✓	✓	✓	✓
McKinsey & Co. Inc.	New York	NY		86	86	✓		✓	✓	✓	✓	✓
MeadWestvaco Corp.	Stamford	CT	267	57	29	✓		✓		✓		✓
Meijer Inc.	Grand Rapids	MI		14	14							✓
Mellon Financial Corp.	Pittsburgh	PA	391	100	86	✓	✓	✓	✓	✓	✓	✓
The Men’s Wearhouse Inc.	Houston	TX		71	71	✓		✓		✓	✓	✓
Merck & Co. Inc.	Whitehouse Station	NJ	84	86	86	✓		✓	✓	✓	✓	✓
Merrill Lynch & Co.	New York	NY	53	100	86	✓	✓	✓	✓	✓	✓	✓
MetLife (Metropolitan Life Insurance)	New York	NY	37	100	100	✓	✓	✓	✓	✓	✓	✓
MGM Mirage	Las Vegas	NV	449	86		✓		✓	✓	✓	✓	✓
Microsoft Corp.	Redmond	WA	41	100	86	✓	✓	✓	✓	✓	✓	✓
Miller Brewing Co.	Milwaukee	WI		100	100	✓	✓	✓	✓	✓	✓	✓
Mitchell Gold and Bob Williams	Taylorsville	NC		100	100	✓	✓	✓	✓	✓	✓	✓
Mohawk Industries Inc.	Calhoun	GA	340	71		✓		✓		✓	✓	✓
Molson Coors Brewing Company ¹	Golden	CO	447	100	100	✓	✓	✓	✓	✓	✓	✓
Morgan Stanley	New York	NY	36	86	86	✓		✓	✓	✓	✓	✓
Morningstar Inc.	Chicago	IL		43	43			✓			✓	✓
Morrison & Foerster	San Francisco	CA		100	100	✓	✓	✓	✓	✓	✓	✓
Motorola Inc.	Schaumburg	IL	49	100	100	✓	✓	✓	✓	✓	✓	✓
Mutual of Omaha Insurance	Omaha	NE	463	86		✓		✓	✓	✓	✓	✓

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National City Corporation	Cleveland	OH	211	64	57	✓			✓	✓	✓	✓
National Gypsum	Charlotte	NC		14	14							✓
Nationwide	Columbus	OH	99	100	100	✓	✓	✓	✓	✓	✓	✓
Navistar International Corp.	Warrenville	IL	233	43	43	✓			✓			✓
NCR Corp.	Dayton	OH	337	100	100	✓	✓	✓	✓	✓	✓	✓
Nestle Purina PetCare Co.	St. Louis	MO		29	29	✓						✓
New York Life Insurance Co.	New York	NY	68	64	50	✓		✓	✓	✓		✓
New York Times Co.	New York	NY		100	100	✓	✓	✓	✓	✓	✓	✓
Newell Rubbermaid Inc.	Alpharetta	GA	304	29	29	✓						✓
Nextel Communications	Reston	VA	157	71	71	✓		✓	✓	✓		✓
Nike Inc.	Beaverton	OR	173	100	100	✓	✓	✓	✓	✓	✓	✓
Nissan North America	Gardena	CA		29	29	✓						✓
Nordstrom Inc.	Seattle	WA	294	100	86	✓	✓	✓	✓	✓	✓	✓
Northeast Utilities System	Berlin	CT	310	86	86	✓		✓	✓	✓	✓	✓
Northern Trust Corp.	Chicago	IL		100	86	✓	✓	✓	✓	✓	✓	✓
Northrop Grumman Corp.	Los Angeles	CA	58	86	79	✓		✓	✓	✓	✓	✓
Northwest Airlines Corp.	Eagan	MN	190	86	71	✓		✓	✓	✓	✓	✓
Novartis Pharmaceutical Corp.	East Hanover	NJ		86		✓		✓	✓	✓	✓	✓
Office Depot Inc.	Delray Beach	FL	156	71	43	✓		✓		✓	✓	✓
The Olivia Companies LLC	Oakland	CA		100		✓	✓	✓	✓	✓	✓	✓
Omnicom Group	New York	NY	230	43	43	✓		✓				✓
Oracle Corp.	Redwood City	CA	220	86	86	✓		✓	✓	✓	✓	✓
Owens Corning	Toledo	OH	349	100	100	✓	✓	✓	✓	✓	✓	✓
PacifiCare Health Systems	Cypress	CA	172	64	43	✓	✓	✓	✓			✓
PacifiCorp	Portland	OR		86	86	✓		✓	✓	✓	✓	✓
Pathmark Stores Inc.	Carteret	NJ	467	50	50	✓			✓	✓		✓
Pennzoil-Quaker State Co.	Houston	TX		43	43			✓		✓		✓
PepsiCo Inc.	Purchase	NY	61	100	100	✓	✓	✓	✓	✓	✓	✓
Perkins & Will	Chicago	IL		71	71	✓		✓	✓		✓	✓
Perot Systems Corp.	Plano	TX		14	14	✓						
Pfizer Inc.	New York	NY	24	100	100	✓	✓	✓	✓	✓	✓	✓
PG&E Corp.	San Francisco	CA	196	100	100	✓	✓	✓	✓	✓	✓	✓
Pitney Bowes Inc.	Stamford	CT	392	79	71	✓		✓	✓	✓	✓	✓

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PNC Financial Services Group Inc.	Pittsburgh	PA	323	79	79	✓		✓	✓	✓	✓	✓
Polaroid Corp.	Waltham	MA		86	86	✓		✓	✓	✓	✓	✓
PPG Industries	Pittsburgh	PA	236	71	71	✓			✓	✓	✓	✓
PPL Corp.	Allentown	PA	344	71	71	✓			✓	✓	✓	✓
PricewaterhouseCoopers International Limited	New York	NY		86	86	✓		✓	✓	✓	✓	✓
Principal Financial Group	Des Moines	IA	253	86	71	✓		✓	✓	✓	✓	✓
The Procter & Gamble Co.	Cincinnati	OH	26	86	86	✓		✓	✓	✓	✓	✓
The Progressive Corp.	Mayfield Village	OH	155	57	57	✓		✓		✓		✓
Provident Financial Corp.	San Francisco	CA		86	71	✓	✓	✓		✓	✓	✓
Prudential Financial Inc.	Newark	NJ	64	100	100	✓	✓	✓	✓	✓	✓	✓
QUALCOMM Inc.	San Diego	CA	398	71	71	✓		✓	✓		✓	✓
Quest Diagnostics	Teterboro	NJ	382	86	86	✓		✓	✓	✓	✓	✓
Qwest Communications International Inc. ²	Denver	CO	154	86	86	✓		✓	✓	✓	✓	✓
R.R. Donnelley & Sons	Chicago	IL	275	43	29	✓				✓		✓
RadioShack Corp.	Fort Worth	TX	399	29	29	✓						✓
Raytheon Co.	Waltham	MA	103	100	86	✓	✓	✓	✓	✓	✓	✓
Reebok International	Canton	MA	483	79	79	✓		✓	✓	✓	✓	✓
Reliant Energy Inc.	Houston	TX	250	57		✓			✓	✓		✓
Replacements Ltd.	McLeansville	NC		100	100	✓	✓	✓	✓	✓	✓	✓
Reuters America Holdings Inc.	New York	NY		57	57	✓		✓			✓	✓
Reynolds American Inc.	Winston-Salem	NC	321	86	86	✓		✓	✓	✓	✓	✓
Rite Aid Corp.	Camp Hill	PA	128	29	29	✓						✓
Rockwell Collins	Cedar Rapids	IA		43	43	✓					✓	✓
Rohm & Haas	Philadelphia	PA	287	29	29	✓						✓
Ryder System Inc.	Miami	FL	381	79	79	✓		✓	✓	✓	✓	✓
SAFECO Corp.	Seattle	WA	285	86	86	✓		✓	✓	✓	✓	✓
Safeway Inc.	Pleasanton	CA	46	71	71	✓			✓	✓	✓	✓
SAP America	Newton Square	PA		57	57	✓		✓	✓			✓
Sara Lee Corp.	Chicago	IL	114	86	71	✓		✓	✓	✓	✓	✓
SBC Communications Inc.	San Antonio	TX	33	100	86	✓	✓	✓	✓	✓	✓	✓
SC Johnson & Son Inc.	Racine	WI		100	100	✓	✓	✓	✓	✓	✓	✓
Schering-Plough Corp.	Kenilworth	NJ	264	86	86	✓		✓	✓	✓	✓	✓
Scholastic Corp.	New York	NY		86	86	✓		✓	✓	✓	✓	✓

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Seagate Technology Inc.	Scotts Valley	CA		86	86	✓		✓	✓	✓	✓	✓
Sears, Roebuck and Co.	Hoffman Estates	IL	45	100	86	✓	✓	✓	✓	✓	✓	✓
Sempra Energy	San Diego	CA	235	86	86	✓		✓	✓	✓	✓	✓
Shaw Industries Inc.	Dalton	GA		14	14							✓
Shell Oil Co.	Houston	TX		86	86	✓		✓	✓	✓	✓	✓
Siemens Energy & Automation Inc.	New York	NY		71	71	✓		✓	✓	✓		✓
Silicon Graphics Inc.	Mountain View	CA		86	86	✓		✓	✓	✓	✓	✓
SLM Corp. (Sallie Mae)	Reston	VA	378	86	86	✓		✓	✓	✓	✓	✓
Sodexo Inc.	Gaithersburg	MD		86		✓		✓	✓	✓	✓	✓
Software House International	Somerset	NJ		57	57	✓				✓	✓	✓
Southern California Edison	Rosemead	CA		100	100	✓	✓	✓	✓	✓	✓	✓
Southwest Airlines Co.	Dallas	TX	318	64	43	✓		✓	✍		✓	✓
Sprint Corp.	Overland Park	KS	67	100	71	✓	✓	✓	✓	✓	✓	✓
SRA International Inc.	Fairfax	VA		71	29	✓			✓	✓	✓	✓
St. Paul Travelers Companies Inc.	St. Paul	MN	85	86	86	✓		✓	✓	✓	✓	✓
Staples Inc.	Framingham	MA	146	93	86	✓	✓	✓	✍	✓	✓	✓
Starbucks Corp.	Seattle	WA	372	86	86	✓		✓	✓	✓	✓	✓
Starcom MediaVest Group	Chicago	IL		79		✓	✓	✓	✍	✓		✓
Starwood Hotels & Resorts Worldwide	White Plains	NY	440	86	86	✓		✓	✓	✓	✓	✓
State Farm Group	Bloomington	IL	19	71	71	✓			✓	✓	✓	✓
Subaru of America Inc.	Cherry Hill	NJ		86	86	✓		✓	✓	✓	✓	✓
Sun Microsystems	Santa Clara	CA	194	100	86	✓	✓	✓	✓	✓	✓	✓
SunTrust Banks Inc.	Atlanta	GA	273	100	86	✓	✓	✓	✓	✓	✓	✓
Supervalu	Eden Prairie	MN	104	71	71	✓			✓	✓	✓	✓
TAP Pharmaceutical Products Inc.	Lake Forest	IL		57	57	✓		✓		✓		✓
Target Corp.	Minneapolis	MN	27	86	86	✓		✓	✓	✓	✓	✓
Tech Data Corp.	Clearwater	FL	110	100	57	✓	✓	✓	✓	✓	✓	✓
Texas Instruments Inc.	Dallas	TX	166	86	86	✓		✓	✓	✓	✓	✓
TIAA-CREF	New York	NY	81	57	57	✓		✓	✓			✓
Time Warner Inc.	New York	NY	32	86	86	✓		✓	✓	✓	✓	✓
Toyota Motor Manufacturing North America Inc.	New York	NY		86	86	✓		✓	✓	✓	✓	✓

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Toyota Motor Sales, U.S.A. Inc.	Torrance	CA		100		✓	✓	✓	✓	✓	✓	✓
Toys “R” Us Inc.	Wayne	NJ	192	57	43	✓	✓		✓			✓
UBS	New York	NY		100	100	✓	✓	✓	✓	✓	✓	✓
Union Pacific Corporation	Omaha	NE	174	79		✓		✓	✓	✓	✓	✓
Unisys Corp.	Blue Bell	PA	343	100	86	✓	✓	✓	✓	✓	✓	✓
United Airlines (UAL Corp.)	Elk Grove Township	IL	129	86	86	✓		✓	✓	✓	✓	✓
United Parcel Service	Atlanta	GA	42	86	86	✓		✓	✓	✓	✓	✓
United Technologies Corp.	Hartford	CT	39	50		✓			✓	✓		✓
University Hospitals of Cleveland	Cleveland	OH		71	71	✓		✓		✓	✓	✓
UnumProvident Corp. ³	Chattanooga	TN	208	79	79	✓		✓	✓	✓	✓	✓
US Airways Group	Arlington	VA	295	100	86	✓	✓	✓	✓	✓	✓	✓
US Bancorp	Minneapolis	MN	143	71	71	✓		✓		✓	✓	✓
Verio Inc.	Englewood	CO		71	71	✓		✓	✓	✓		✓
Verizon Communications	New York	NY	14	86	86	✓		✓	✓	✓	✓	✓
Vertis	Baltimore	MD		43	43	✓		✓				✓
Viacom Inc.	New York	NY	69	100	86	✓	✓	✓	✓	✓	✓	✓
Vinson & Elkins, L.L.P.	Houston	TX		64		✓		✓	✓		✓	✓
Visa International	Foster City	CA		71	71	✓		✓	✓		✓	✓
Vision Service Plan	Rancho Cordova	CA		86	86	✓		✓	✓	✓	✓	✓
Visteon Corp.	Dearborn	MI	118	86	86	✓		✓	✓	✓	✓	✓
Vivendi Universal	New York	NY		71	71	✓		✓		✓	✓	✓
Volkswagen of America Inc.	Auburn Hills	MI		86	86	✓		✓	✓	✓	✓	✓
Wachovia Corp.	Charlotte	NC	65	86	86	✓		✓	✓	✓	✓	✓
Wainwright Bank & Trust Co.	Boston	MA		86	86	✓		✓	✓	✓	✓	✓
Walgreens Co.	Deerfield	IL	38	100	86	✓	✓	✓	✓	✓	✓	✓
Wal-Mart Stores Inc.	Bentonville	AR	1	57	43	✓			✓	✓		✓
Walt Disney Co.	Burbank	CA	54	86	86	✓		✓	✓	✓	✓	✓
Washington Mutual Inc.	Seattle	WA	131	100	86	✓	✓	✓	✓	✓	✓	✓
Waste Management Inc.	Houston	TX	168	86	43	✓		✓	✓	✓	✓	✓
WellPoint Inc.	Indianapolis	IN	97	86	86	✓		✓	✓	✓	✓	✓
Wells Fargo & Co.	San Francisco	CA	52	100	100	✓	✓	✓	✓	✓	✓	✓
Whirlpool Corp.	Benton Harbor	MI	160	100	100	✓	✓	✓	✓	✓	✓	✓
Whole Foods Market Inc.	Austin	TX	479	57	57	✓		✓			✓	✓

APPENDIX A: 2005 CORPORATE EQUALITY INDEX SCORES, SORTED ALPHABETICALLY BY COMPANY NAME

Employer Name	City	State	Fortune Rank	2005 Score	2004 Score	“Sexual Orientation” in EEO	“Gender Identity or Expression” in EEO	Domestic Partner Benefits	GLBT Employee Resource Group or Diversity Council	Diversity Training	Marketing, Sponsorship or Philanthropy	No Anti-GLBT Activities
Williams Companies Inc.	Tulsa	OK	165	71	71	✓			✓	✓	✓	✓
Wisconsin Energy Corporation	Milwaukee	WI	471	57		✓			✓	✓		✓
Working Assets Funding Service	San Francisco	CA		71	71	✓		✓		✓	✓	✓
Worldspan Technologies Inc.	Atlanta	GA		100	100	✓	✓	✓	✓	✓	✓	✓
WPP Group USA	New York	NY		79	57	✓		✓	✍	✓	✓	✓
Wyeth	Madison	NJ	125	64	43	✓		✓	✍	✓		✓
Wyndham International Inc.	Dallas	TX		100	86	✓	✓	✓	✓	✓	✓	✓
Xcel Energy	Minneapolis	MN	256	86	86	✓		✓	✓	✓	✓	✓
Xerox Corp.	Stamford	CT	132	100	100	✓	✓	✓	✓	✓	✓	✓

✍ This signifies a company that does not have a diversity council or GLBT employee resource group, but would allow a group to form.

¹ It appears that a significant shareholder of Molson Coors Brewing Co. stock may have supported an institution whose primary mission includes undermining the goal of GLBT equality. To HRC’s knowledge, such support has not affected the company’s policies or practices related to GLBT employees.

² It appears that a significant shareholder of Qwest Communications International stock may have supported an institution whose primary mission includes undermining the goal of GLBT equality. To HRC’s knowledge, such support has not affected the company’s policies or practices related to GLBT employees.

³ It appears that a significant shareholder of UnumProvident Corp. stock may have supported an institution whose primary mission includes undermining the goal of GLBT equality. To HRC’s knowledge, such support has not affected the company’s policies or practices related to GLBT employees.

Appendix B

2005 CORPORATE EQUALITY INDEX SCORES, BY INDUSTRY

Employer Name	City	State	Fortune Rank	2005 Score	2004 Score	"Sexual Orientation" in EEO	"Gender Identity or Expression" in EEO	Domestic Partner Benefits	GLBT Employee Resource Group or Diversity Council	Diversity Training	Marketing, Sponsorship or Philanthropy	No Anti-GLBT Activities
Advertising and Marketing												
Starcom MediaVest Group	Chicago	IL		79		✓	✓	✓	✓	✓		✓
WPP Group USA	New York	NY		79	57	✓		✓	✓	✓	✓	✓
Interpublic Group of Companies Inc.	New York	NY	332	71	57	✓		✓	✓		✓	✓
Omnicom Group	New York	NY	230	43	43	✓		✓				✓
Vertis	Baltimore	MD		43	43	✓		✓				✓
Aerospace and Defense												
Raytheon Co.	Waltham	MA	103	100	86	✓	✓	✓	✓	✓	✓	✓
The Boeing Co.	Chicago	IL	25	86	86	✓		✓	✓	✓	✓	✓
Honeywell International Inc.	Morristown	NJ	75	86	86	✓		✓	✓	✓	✓	✓
Lockheed Martin Corp.	Bethesda	MD	47	86	71	✓		✓	✓	✓	✓	✓
Northrop Grumman Corp.	Los Angeles	CA	58	86	79	✓		✓	✓	✓	✓	✓
General Dynamics Corp.	Falls Church	VA	115	43	57					✓	✓	✓
Rockwell Collins	Cedar Rapids	IA		43	43	✓					✓	✓
Apparel, Fashion, Textiles, Dept. Stores												
Gap Inc.	San Francisco	CA	130	100	86	✓	✓	✓	✓	✓	✓	✓
Levi Strauss & Co.	San Francisco	CA	464	100	100	✓	✓	✓	✓	✓	✓	✓
Nike Inc.	Beaverton	OR	173	100	100	✓	✓	✓	✓	✓	✓	✓
Nordstrom Inc.	Seattle	WA	294	100	86	✓	✓	✓	✓	✓	✓	✓
Federated Department Stores	Cincinnati	OH	133	86	86	✓		✓	✓	✓	✓	✓
Limited Brands Inc.	Columbus	OH	240	86	86	✓		✓	✓	✓	✓	✓
Liz Claiborne Inc.	New York	NY	418	86	57	✓		✓	✓	✓	✓	✓
Reebok International	Canton	MA	483	79	79	✓		✓	✓	✓	✓	✓
Abercrombie & Fitch Co.	New Albany	OH		71	71	✓		✓		✓	✓	✓
J.C. Penney Company Inc.	Plano	TX	74	71	57	✓		✓	✓	✓		✓
Lillian Vernon Corp.	Rye	NY		71	71	✓		✓		✓	✓	✓
The Men's Wearhouse Inc.	Houston	TX		71	71	✓		✓		✓	✓	✓
Donna Karan	New York	NY		57	57	✓		✓			✓	✓
L.L. Bean Inc.	Freeport	ME		57	57	✓		✓			✓	✓

APPENDIX B: 2005 CORPORATE EQUALITY INDEX SCORES, BY INDUSTRY

Employer Name	City	State	Fortune Rank	2005 Score	2004 Score	"Sexual Orientation" in EEO	"Gender Identity or Expression" in EEO	Domestic Partner Benefits	GLBT Employee Resource Group or Diversity Council	Diversity Training	Marketing, Sponsorship or Philanthropy	No Anti-GLBT Activities
The May Department Stores Co.	St. Louis	MO	147	29	29	✓						✓
Airlines												
American Airlines	Ft. Worth	TX	119	100	100	✓	✓	✓	✓	✓	✓	✓
US Airways Group	Arlington	VA	295	100	86	✓	✓	✓	✓	✓	✓	✓
Continental Airlines	Houston	TX	232	86	86	✓		✓	✓	✓	✓	✓
Delta Airlines Inc.	Atlanta	GA	138	86	86	✓		✓	✓	✓	✓	✓
Northwest Airlines Corp.	Eagan	MN	190	86	71	✓		✓	✓	✓	✓	✓
United Airlines (UAL Corp.)	Elk Grove Township	IL	129	86	86	✓		✓	✓	✓	✓	✓
Southwest Airlines Co.	Dallas	TX	318	64	43	✓		✓	✓		✓	✓
Automotive												
Daimler Chrysler Corp.	Auburn Hills	MI		100	86	✓	✓	✓	✓	✓	✓	✓
Ford Motor Co.	Dearborn	MI	4	100	100	✓	✓	✓	✓	✓	✓	✓
Toyota Motor Sales, U.S.A. Inc.	Torrance	CA		100		✓	✓	✓	✓	✓	✓	✓
General Motors Corp.	Milford	MI	3	86	86	✓		✓	✓	✓	✓	✓
Subaru of America Inc.	Cherry Hill	NI		86	86	✓		✓	✓	✓	✓	✓
Toyota Motor Manufacturing North America Inc.	New York	NY		86	86	✓		✓	✓	✓	✓	✓
Visteon Corp.	Dearborn	MI	118	86	86	✓		✓	✓	✓	✓	✓
Volkswagen of America Inc.	Auburn Hills	MI		86	86	✓		✓	✓	✓	✓	✓
Delphi	Troy	MI	63	71	71	✓		✓	✓		✓	✓
Bridgestone Americas Holding Inc. (Firestone)	Nashville	TN		57	57	✓			✓		✓	✓
Dana Corp.	Toledo	OH	201	57	43	✓				✓	✓	✓
Lear Corp.	Southfield	MI	127	43	43	✓				✓		✓
Navistar International Corp.	Warrenville	IL	233	43	43	✓			✓			✓
Pennzoil-Quaker State Co.	Houston	TX		43	43			✓		✓		✓
Genuine Parts Co.	Atlanta	GA	245	29	29	✓						✓
Nissan North America	Gardena	CA		29	29	✓						✓
Banking and Financial Services												
American Express Co.	New York	NY	62	100	100	✓	✓	✓	✓	✓	✓	✓
Capital One Financial Corp.	McLean	VA	206	100	100	✓	✓	✓	✓	✓	✓	✓
The Charles Schwab Corp.	San Francisco	CA	411	100	100	✓	✓	✓	✓	✓	✓	✓
Citigroup Inc.	New York	NY	8	100	100	✓	✓	✓	✓	✓	✓	✓

APPENDIX B: 2005 CORPORATE EQUALITY INDEX SCORES, BY INDUSTRY

Employer Name	City	State	Fortune Rank	2005 Score	2004 Score	“Sexual Orientation” in EEO	“Gender Identity or Expression” in EEO	Domestic Partner Benefits	GLBT Employee Resource Group or Diversity Council	Diversity Training	Marketing, Sponsorship or Philanthropy	No Anti-GLBT Activities
Credit Suisse First Boston	New York	NY		100	86	✓	✓	✓	✓	✓	✓	✓
Deutsche Bank	New York	NY		100	100	✓	✓	✓	✓	✓	✓	✓
The Goldman Sachs Group Inc.	New York	NY	59	100	100	✓	✓	✓	✓	✓	✓	✓
J.P. Morgan Chase & Co.	New York	NY	20	100	100	✓	✓	✓	✓	✓	✓	✓
Lehman Brothers Holdings	New York	NY	94	100	100	✓	✓	✓	✓	✓	✓	✓
Mellon Financial Corp.	Pittsburgh	PA	391	100	86	✓	✓	✓	✓	✓	✓	✓
Merrill Lynch & Co.	New York	NY	53	100	86	✓	✓	✓	✓	✓	✓	✓
Northern Trust Corp.	Chicago	IL		100	86	✓	✓	✓	✓	✓	✓	✓
SunTrust Banks Inc.	Atlanta	GA	273	100	86	✓	✓	✓	✓	✓	✓	✓
UBS	New York	NY		100	100	✓	✓	✓	✓	✓	✓	✓
Washington Mutual Inc.	Seattle	WA	131	100	86	✓	✓	✓	✓	✓	✓	✓
Wells Fargo & Co.	San Francisco	CA	52	100	100	✓	✓	✓	✓	✓	✓	✓
ABN AMRO Holding N.V.	Chicago	IL		86	86	✓		✓	✓	✓	✓	✓
Bank of America Corp.	Charlotte	NC	18	86	86	✓		✓	✓	✓	✓	✓
Bank of New York Co.	New York	NY	293	86	86	✓		✓	✓	✓	✓	✓
Countrywide Financial Corp.	Calabasas	CA	150	86		✓		✓	✓	✓	✓	✓
E*TRADE Financial Corporation	New York	NY		86	86	✓		✓	✓	✓	✓	✓
Fannie Mae	Washington	DC		86	71	✓		✓	✓	✓	✓	✓
General Electric Co.	Fairfield	CT	5	86	86	✓		✓	✓	✓	✓	✓
Harris	Chicago	IL		86	86	✓		✓	✓	✓	✓	✓
HSBC USA Inc.	New York	NY		86		✓		✓	✓	✓	✓	✓
MasterCard Inc.	Purchase	NY		86	86	✓		✓	✓	✓	✓	✓
Morgan Stanley	New York	NY	36	86	86	✓		✓	✓	✓	✓	✓
Provident Financial Corp.	San Francisco	CA		86	71	✓	✓	✓		✓	✓	✓
SLM Corp. (Sallie Mae)	Reston	VA	378	86	86	✓		✓	✓	✓	✓	✓
Wachovia Corp.	Charlotte	NC	65	86	86	✓		✓	✓	✓	✓	✓
Wainwright Bank & Trust Co.	Boston	MA		86	86	✓		✓	✓	✓	✓	✓
PNC Financial Services Group Inc.	Pittsburgh	PA	323	79	79	✓		✓	✓	✓	✓	✓
Deluxe Corp.	Shoreview	MN		71	71	✓		✓	✓		✓	✓
Freddie Mac	McLean	VA		71	71	✓		✓	✓		✓	✓
US Bancorp	Minneapolis	MN	143	71	71	✓		✓		✓	✓	✓
Visa International	Foster City	CA		71	71	✓		✓	✓		✓	✓
Working Assets Funding Service	San Francisco	CA		71	71	✓		✓		✓	✓	✓

APPENDIX B: 2005 CORPORATE EQUALITY INDEX SCORES, BY INDUSTRY

Employer Name	City	State	Fortune Rank	2005 Score	2004 Score	“Sexual Orientation” in EEO	“Gender Identity or Expression” in EEO	Domestic Partner Benefits	GLBT Employee Resource Group or Diversity Council	Diversity Training	Marketing, Sponsorship or Philanthropy	No Anti-GLBT Activities
Comerica Inc.	Detroit	MI		64		✓		✓	✓	✓		✓
National City Corporation	Cleveland	OH	211	64	57	✓			✓	✓	✓	✓
Fifth Third Bancorp	Cincinnati	OH	317	57	43	✓			✓	✓		✓
Golden West Financial Corp.	Oakland	CA	435	57		✓		✓		✓		✓
ING North America Insurance Corp.	Atlanta	GA		57		✓		✓	✓			✓
Instinet Group Inc.	New York	NY		57	57	✓		✓			✓	✓
A.G. Edwards Inc.	St. Louis	MO		43	43			✓		✓		✓
BB&T Corp.	Winston-Salem	NC	312	43	14	✓				✓		✓
Dow Jones & Co. Inc.	New York	NY		43	43	✓		✓				✓
Marsh & McLennan Companies Inc.	New York	NY	176	43	43	✓		✓				✓
MBNA Corp.	Wilmington	DE	171	43	43	✓		✓		✓		
Morningstar Inc.	Chicago	IL		43	43			✓			✓	✓
Franklin Templeton Investments	San Mateo	CA		29	29						✓	✓
Chemicals and Biotechnology												
Dow Chemical Co.	Auburn Hills	MI	34	100	86	✓	✓	✓	✓	✓	✓	✓
Air Products & Chemicals Inc.	Allentown	PA	281	86	71	✓	✓		✓	✓	✓	✓
DuPont (E. I. du Pont de Nemours)	Wilmington	DE	66	86	57	✓		✓	✓	✓	✓	✓
Genentech	South San Francisco	CA		86	86	✓		✓	✓	✓	✓	✓
PPG Industries	Pittsburgh	PA	236	71	71	✓			✓	✓	✓	✓
Rohm & Haas	Philadelphia	PA	287	29	29	✓						✓
Computer and Data Services												
ChoicePoint Inc.	Alpharetta	GA		100	100	✓	✓	✓	✓	✓	✓	✓
Unisys Corp.	Blue Bell	PA	343	100	86	✓	✓	✓	✓	✓	✓	✓
Affiliated Computer Services	Dallas	TX	460	86	86	✓		✓	✓	✓	✓	✓
Electronic Data Systems Corp.	Plano	TX	95	86	86	✓		✓	✓	✓	✓	✓
SRA International Inc.	Fairfax	VA		71	29	✓			✓	✓	✓	✓
Automatic Data Processing Inc.	Roseland	NJ	277	43	29	✓		✓				✓
D&B (The Dun & Bradstreet Corp.)	Short Hills	NJ		43	43	✓		✓				✓
Perot Systems Corp.	Plano	TX		14	14	✓						
Computers and Office Equipment												
Apple Computer Inc.	Cupertino	CA	263	100	100	✓	✓	✓	✓	✓	✓	✓

APPENDIX B: 2005 CORPORATE EQUALITY INDEX SCORES, BY INDUSTRY

Employer Name	City	State	Fortune Rank	2005 Score	2004 Score	“Sexual Orientation” in EEO	“Gender Identity or Expression” in EEO	Domestic Partner Benefits	GLBT Employee Resource Group or Diversity Council	Diversity Training	Marketing, Sponsorship or Philanthropy	No Anti-GLBT Activities
Dell Inc.	Round Rock	TX	28	100	100	✓	✓	✓	✓	✓	✓	✓
Hewlett-Packard Co.	Palo Alto	CA	11	100	100	✓	✓	✓	✓	✓	✓	✓
International Business Machines Corp.	Armonk	NY	10	100	100	✓	✓	✓	✓	✓	✓	✓
Lexmark International Inc.	Lexington	KY	370	100	86	✓	✓	✓	✓	✓	✓	✓
NCR Corp.	Dayton	OH	337	100	100	✓	✓	✓	✓	✓	✓	✓
Sun Microsystems	Santa Clara	CA	194	100	86	✓	✓	✓	✓	✓	✓	✓
Tech Data Corp.	Clearwater	FL	110	100	57	✓	✓	✓	✓	✓	✓	✓
Xerox Corp.	Stamford	CT	132	100	100	✓	✓	✓	✓	✓	✓	✓
Seagate Technology Inc.	Scotts Valley	CA		86	86	✓		✓	✓	✓	✓	✓
Silicon Graphics Inc.	Mountain View	CA		86	86	✓		✓	✓	✓	✓	✓
Imation Corp.	Oakdale	MN		79	79	✓		✓	✓	✓	✓	✓
Pitney Bowes Inc.	Stamford	CT	392	79	71	✓		✓	✓	✓	✓	✓
Gateway Inc.	Poway	CA	495	71	71	✓		✓		✓	✓	✓
EMC Corp.	Hopkinton	MA	266	57	57	✓		✓	✓			✓
Software House International	Somerset	NJ		57	57	✓				✓	✓	✓
Avnet Inc.	Phoenix	AZ	217	43	43	✓		✓				✓
Consulting												
Ernst & Young	New York	NY		100	86	✓	✓	✓	✓	✓	✓	✓
KPMG LLP	New York	NY		100	86	✓	✓	✓	✓	✓	✓	✓
Accenture Ltd.	New York	NY		86	86	✓		✓	✓	✓	✓	✓
Booz Allen Hamilton Inc.	McLean	VA		86	86	✓		✓	✓	✓	✓	✓
Deloitte & Touche	New York	NY		86	86	✓		✓	✓	✓	✓	✓
Hewitt Associates	Lincolnshire	IL		86	86	✓		✓	✓	✓	✓	✓
McKinsey & Co. Inc.	New York	NY		86	86	✓		✓	✓	✓	✓	✓
PricewaterhouseCoopers International Limited	New York	NY		86	86	✓		✓	✓	✓	✓	✓
Keane Inc.	Boston	MA		71	71	✓		✓	✓	✓		✓
The Gallup Organization	Washington	DC		57	57	✓		✓			✓	✓
Computer Software												
Intuit Inc.	Mountain View	CA		100		✓	✓	✓	✓	✓	✓	✓
Microsoft Corp.	Redmond	WA	41	100	86	✓	✓	✓	✓	✓	✓	✓
Electronic Arts Inc.	Redwood City	CA		93	93	✓	✓	✓	✓	✓	✓	✓
Adobe Systems Inc.	San Jose	CA		86	86	✓		✓	✓	✓	✓	✓
Oracle Corp.	Redwood City	CA	220	86	86	✓		✓	✓	✓	✓	✓

APPENDIX B: 2005 CORPORATE EQUALITY INDEX SCORES, BY INDUSTRY

Employer Name	City	State	Fortune Rank	2005 Score	2004 Score	"Sexual Orientation" in EEO	"Gender Identity or Expression" in EEO	Domestic Partner Benefits	GLBT Employee Resource Group or Diversity Council	Diversity Training	Marketing, Sponsorship or Philanthropy	No Anti-GLBT Activities
SAP America	Newton Square	PA		57	57	✓		✓	✓			✓
Advanced Digital Information Corp.	Redmond	WA		29	29	✓						✓
Engineering and Construction												
CH2M HILL Companies, Ltd.	Englewood	CO		86		✓		✓	✓	✓	✓	✓
Perkins & Will	Chicago	IL		71	71	✓		✓	✓		✓	✓
DPR Construction	Redwood City	CA		57	57	✓		✓			✓	✓
KB Home	Los Angeles	CA	300	43	43	✓					✓	✓
Entertainment and Electronic Media												
Viacom Inc.	New York	NY	69	100	86	✓	✓	✓	✓	✓	✓	✓
Clear Channel Communications Inc.	San Antonio	TX	239	86		✓		✓	✓	✓	✓	✓
Time Warner Inc.	New York	NY	32	86	86	✓		✓	✓	✓	✓	✓
Walt Disney Co.	Burbank	CA	54	86	86	✓		✓	✓	✓	✓	✓
Blockbuster Inc.	Dallas	TX		71	71	✓		✓		✓	✓	✓
Vivendi Universal	New York	NY		71	71	✓		✓		✓	✓	✓
Reuters America Holdings Inc.	New York	NY		57	57	✓		✓			✓	✓
High-Tech/Photo-Science Equipment												
Agilent Technologies Inc.	Palo Alto	CA	290	100	100	✓	✓	✓	✓	✓	✓	✓
Avaya Inc.	Basking Ridge	NJ	451	100	100	✓	✓	✓	✓	✓	✓	✓
Bausch & Lomb Inc.	Rochester	NY		100	100	✓	✓	✓	✓	✓	✓	✓
Cisco Systems	San Jose	CA	91	100	100	✓	✓	✓	✓	✓	✓	✓
Corning Inc.	Corning	NY	480	100		✓	✓	✓	✓	✓	✓	✓
Eastman Kodak Co.	Rochester	NY	153	100	100	✓	✓	✓	✓	✓	✓	✓
Freescale Semiconductor Inc.	Austin	TX		100		✓	✓	✓	✓	✓	✓	✓
Intel Corp.	Santa Clara	CA	50	100	100	✓	✓	✓	✓	✓	✓	✓
Lucent Technologies Inc.	Murray Hill	NJ	247	100	100	✓	✓	✓	✓	✓	✓	✓
Motorola Inc.	Schaumburg	IL	49	100	100	✓	✓	✓	✓	✓	✓	✓
Whirlpool Corp.	Benton Harbor	MI	160	100	100	✓	✓	✓	✓	✓	✓	✓
Polaroid Corp.	Waltham	MA		86	86	✓		✓	✓	✓	✓	✓
Texas Instruments Inc.	Dallas	TX	166	86	86	✓		✓	✓	✓	✓	✓
KLA-Tencor	San Jose	CA		79	79	✓		✓	✓	✓	✓	✓
Advanced Micro Devices	Sunnyvale	CA	387	71	71	✓		✓		✓	✓	✓
Applied Materials Inc.	Santa Clara	CA	270	71	71	✓		✓		✓	✓	✓

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Employer Name	City	State	Fortune Rank	2005 Score	2004 Score	“Sexual Orientation” in EEO	“Gender Identity or Expression” in EEO	Domestic Partner Benefits	GLBT Employee Resource Group or Diversity Council	Diversity Training	Marketing, Sponsorship or Philanthropy	No Anti-GLBT Activities
QUALCOMM Inc.	San Diego	CA	398	71	71	✓		✓	✓		✓	✓
Siemens Energy & Automation Inc.	New York	NY		71	71	✓		✓	✓	✓		✓
Baxter International Inc.	Deerfield	IL	237	64	64	✓			✓	✓	✓	✓
Cerner Corp.	Kansas City	MO		57	29	✓	✓			✓		✓
Fisher Scientific International	Hampton	NH	414	43		✓		✓				✓
Baldor Electric Co.	Fort Smith	AR		29	29					✓		✓
Emerson Electric Co.	St. Louis	MO	134	29	29					✓	✓	
Maytag Corp.	Newton	IA	410	29	29	✓						✓
Food, Beverages and Groceries												
Cargill Inc.	Wayzata	MN		100	100	✓	✓	✓	✓	✓	✓	✓
General Mills Inc.	Minneapolis	MN	197	100	86	✓	✓	✓	✓	✓	✓	✓
Kraft Foods Inc.	Northfield	IL		100	100	✓	✓	✓	✓	✓	✓	✓
Miller Brewing Co.	Milwaukee	WI		100	100	✓	✓	✓	✓	✓	✓	✓
Molson Coors Brewing Company	Golden	CO	447	100	100	✓	✓	✓	✓	✓	✓	✓
PepsiCo Inc.	Purchase	NY	61	100	100	✓	✓	✓	✓	✓	✓	✓
Anheuser-Busch Companies Inc.	St. Louis	MO	139	86	79	✓		✓	✓	✓	✓	✓
Applebee's International Inc.	Overland Park	KS		86	86	✓		✓	✓	✓	✓	✓
Aramark Corp.	Philadelphia	PA	219	86	86	✓		✓	✓	✓	✓	✓
Brinker International Inc.	Dallas	TX	492	86		✓		✓	✓	✓	✓	✓
Darden Restaurants	Orlando	FL	386	86	86	✓		✓	✓	✓	✓	✓
Hannaford Brothers	Portland	ME		86	86	✓		✓	✓	✓	✓	✓
Sara Lee Corp.	Chicago	IL	114	86	71	✓		✓	✓	✓	✓	✓
Sodexo Inc.	Gaithersburg	MD		86		✓		✓	✓	✓	✓	✓
Starbucks Corp.	Seattle	WA	372	86	86	✓		✓	✓	✓	✓	✓
McDonald's Corp.	Oak Brook	IL	116	79	57	✓		✓	✓	✓	✓	✓
Albertson's Inc.	Boise	ID	35	71	71	✓			✓	✓	✓	✓
Ben and Jerry's Homemade Inc.	South Burlington	VT		71	71	✓		✓		✓	✓	✓
Campbell Soup Co.	Camden	NJ	297	71	71	✓		✓		✓	✓	✓
The Coca-Cola Company	Atlanta	GA	92	71	71	✓		✓	✓		✓	✓
Compass Group North America	Charlotte	NC		71	71	✓		✓		✓	✓	✓
Dole Food Co. Inc.	Westlake Village	CA	369	71	71	✓		✓		✓	✓	✓
Kellogg Co.	Battle Creek	MI	234	71	71	✓			✓	✓	✓	✓
Safeway Inc.	Pleasanton	CA	46	71	71	✓			✓	✓	✓	✓
Supervalu	Eden Prairie	MN	104	71	71	✓			✓	✓	✓	✓

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Dean Foods Co.	Franklin Park	IL	205	64		✓		✓	✍	✓		✓
Coca-Cola Enterprises	Atlanta	GA	123	57	57	✓		✓		✓		✓
Costco Wholesale Corp.	Issaquah	WA	29	57	43	✓		✓		✓		✓
Domino's Inc.	Ann Arbor	MI		57	50				✓	✓	✓	✓
The Kroger Co.	Cincinnati	OH	21	57	57	✓				✓	✓	✓
Whole Foods Market Inc.	Austin	TX	479	57	57	✓		✓			✓	✓
The Hershey Company	Hershey	PA	436	50		✓			✍		✓	✓
Pathmark Stores Inc.	Carteret	NJ	467	50	50	✓			✍	✓		✓
H. E. Butt Grocery Co.	San Antonio	TX		43	43	✓					✓	✓
The Hain Celestial Group Inc.	Melville	NY		43	43	✓		✓				✓
Archer Daniels Midland Co.	Decatur	IL	44	29	29	✓						✓
Cracker Barrel Restaurants (CBRL Group Inc.)	Lebanon	TN		29	29	✓						✓
H. J. Heinz Co.	Pittsburgh	PA	259	29	29	✓						✓
Hormel Foods Corp.	Austin	MN	402	29	29	✓						✓
Nestle Purina PetCare Co.	St. Louis	MO		29	29	✓						✓
Forest and Paper Products												
International Paper Co.	Stamford	CT	70	86	86	✓		✓	✓	✓	✓	✓
Georgia Pacific	Atlanta	GA	109	71	71	✓			✓	✓	✓	✓
MeadWestvaco Corp.	Stamford	CT	267	57	29	✓		✓		✓		✓
Health Care												
Aetna Inc.	Hartford	CT	108	100	100	✓	✓	✓	✓	✓	✓	✓
Kaiser Permanente	Oakland	CA		100	86	✓	✓	✓	✓	✓	✓	✓
Cigna Corp.	Philadelphia	PA	122	86	86	✓		✓	✓	✓	✓	✓
Guidant Corp.	Indianapolis	IN	485	86		✓		✓	✓	✓	✓	✓
Harvard Pilgrim Health Care Inc.	Wellesley	MA		86	86	✓		✓	✓	✓	✓	✓
Quest Diagnostics	Teterboro	NJ	382	86	86	✓		✓	✓	✓	✓	✓
Vision Service Plan	Rancho Cordova	CA		86	86	✓		✓	✓	✓	✓	✓
University Hospitals of Cleveland	Cleveland	OH		71	71	✓		✓		✓	✓	✓
Chamberlin Edmonds & Associates Inc.	Atlanta	GA		64		✓		✓	✍		✓	✓
PacificCare Health Systems	Cypress	CA	172	64	43	✓	✓	✓	✍			✓
Caremark RX	Nashville	TN	73	57		✓		✓		✓		✓

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Health Net Inc.	Woodland Hills	CA	185	57	57	✓		✓		✓		✓
Humana Inc.	Louisville	KY	162	57	43	✓			✓	✓		✓
Home Furnishing												
Mitchell Gold and Bob Williams	Taylorsville	NC		100	100	✓	✓	✓	✓	✓	✓	✓
The Home Depot Inc.	Atlanta	GA	13	86	71	✓		✓	✓	✓	✓	✓
Newell Rubbermaid Inc.	Alpharetta	GA	304	29	29	✓						✓
Shaw Industries Inc.	Dalton	GA		14	14							✓
Hotels, Resorts and Casinos												
Global Hyatt Corp.	Chicago	IL		100	86	✓	✓	✓	✓	✓	✓	✓
Kimpton Hotel & Restaurant Group Inc.	San Francisco	CA		100	100	✓	✓	✓	✓	✓	✓	✓
The Olivia Companies LLC	Oakland	CA		100		✓	✓	✓	✓	✓	✓	✓
Wyndham International Inc.	Dallas	TX		100	86	✓	✓	✓	✓	✓	✓	✓
Carlson Companies Inc.	Minnetonka	MN		86	43	✓		✓	✓	✓	✓	✓
Cendant Corp.	New York	NY	107	86	86	✓		✓	✓	✓	✓	✓
Harrah's Entertainment Inc.	Las Vegas	NV	396	86	29	✓		✓	✓	✓	✓	✓
Hilton Hotels Corp.	Beverly Hills	CA		86	57	✓		✓	✓	✓	✓	✓
Marriott International	Washington	DC	224	86	86	✓		✓	✓	✓	✓	✓
MGM Mirage	Las Vegas	NV	449	86		✓		✓	✓	✓	✓	✓
Starwood Hotels & Resorts Worldwide	White Plains	NY	440	86	86	✓		✓	✓	✓	✓	✓
Host Marriott	Bethesda	MD	486	57	57	✓		✓		✓		✓
Insurance												
Chubb Corp.	Warren	NJ	161	100	100	✓	✓	✓	✓	✓	✓	✓
Lincoln National Corp.	Philadelphia	PA	363	100	86	✓	✓	✓	✓	✓	✓	✓
MetLife (Metropolitan Life Insurance)	New York	NY	37	100	100	✓	✓	✓	✓	✓	✓	✓
Nationwide	Columbus	OH	99	100	100	✓	✓	✓	✓	✓	✓	✓
Prudential Financial Inc.	Newark	NJ	64	100	100	✓	✓	✓	✓	✓	✓	✓
John Hancock Financial Services Inc.	Boston	MA		93	79	✓	✓	✓	✓	✓	✓	✓
The Allstate Corp.	Northbrook	IL	51	86	86	✓		✓	✓	✓	✓	✓
Hartford Financial Services Co.	Hartford	CT	88	86	86	✓		✓	✓	✓	✓	✓
Mutual of Omaha Insurance	Omaha	NE	463	86		✓		✓	✓	✓	✓	✓
Principal Financial Group	Des Moines	IA	253	86	71	✓		✓	✓	✓	✓	✓

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SAFECO Corp.	Seattle	WA	285	86	86	✓		✓	✓	✓	✓	✓
St. Paul Travelers Companies Inc.	St. Paul	MN	85	86	86	✓		✓	✓	✓	✓	✓
WellPoint Inc.	Indianapolis	IN	97	86	86	✓		✓	✓	✓	✓	✓
UnumProvident Corp.	Chattanooga	TN	208	79	79	✓		✓	✓	✓	✓	✓
Allianz Life Insurance Co. of North America	Minneapolis	MN		71		✓		✓	✓	✓		✓
State Farm Group	Bloomington	IL	19	71	71	✓			✓	✓	✓	✓
New York Life Insurance Co.	New York	NY	68	64	50	✓		✓	✓	✓		✓
Massachusetts Mutual Life Insurance Company	Springfield	MA	83	57	57	✓		✓	✓			✓
The Progressive Corp.	Mayfield Village	OH	155	57	57	✓		✓		✓		✓
TIAA-CREF	New York	NY	81	57	57	✓		✓	✓			✓
AIG (American International Group)	New York	NY	9	43	29	✓		✓				✓
Law Firms												
Alston & Bird LLP	Atlanta	GA		100		✓	✓	✓	✓	✓	✓	✓
Faegre & Benson	Minneapolis	MN		100	100	✓	✓	✓	✓	✓	✓	✓
Jenner & Block	Chicago	IL		100	86	✓	✓	✓	✓	✓	✓	✓
Morrison & Foerster	San Francisco	CA		100	100	✓	✓	✓	✓	✓	✓	✓
Heller, Ehrman, White & McAuliffe	San Francisco	CA		86	86	✓		✓	✓	✓	✓	✓
Vinson & Elkins, L.L.P.	Houston	TX		64		✓		✓	✓		✓	✓
Howard & Howard Attorneys, PC	Kalamazoo	MI		50	50	✓		✓	✓			✓
Mail and Freight Delivery												
United Parcel Service	Atlanta	GA	42	86	86	✓		✓	✓	✓	✓	✓
Union Pacific Corporation	Omaha	NE	174	79		✓		✓	✓	✓	✓	✓
FedEx Corp.	Memphis	TN	78	71	57	✓			✓	✓	✓	✓
Manufacturing												
Cummins Inc.	Columbus	IN	257	100	86	✓	✓	✓	✓	✓	✓	✓
Owens Corning	Toledo	OH	349	100	100	✓	✓	✓	✓	✓	✓	✓
Illinois Tool Works Inc.	Glenview	IL	183	79	64	✓	✓		✓	✓	✓	✓
3M Company	St. Paul	MN	105	71	71	✓			✓	✓	✓	✓
Mohawk Industries Inc.	Calhoun	GA	340	71		✓		✓		✓	✓	✓
Deere & Co.	Moline	IL	106	64	64	✓			✓	✓	✓	✓
Caterpillar	Peoria	IL	57	57	57	✓			✓	✓		✓
Cooper Tire & Rubber	Findlay	OH	470	50			✓		✓	✓		✓

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United Technologies Corp.	Hartford	CT	39	50		✓			✍	✓		✓
Lauren Manufacturing Co.	New Philadelphia	OH		29	29					✓		✓
National Gypsum	Charlotte	NC		14	14							✓
Miscellaneous												
California State Automobile Association	San Francisco	CA		100	71	✓	✓	✓	✓	✓	✓	✓
Bright Horizons Family Solutions Inc.	Watertown	MA		86	71	✓	✓	✓	✓	✓		✓
Waste Management Inc.	Houston	TX	168	86	43	✓		✓	✓	✓	✓	✓
Aegon USA	New York	NY		43				✓		✓		✓
Oil and Gas												
BP America	Warrenville	IL		100	86	✓	✓	✓	✓	✓	✓	✓
Chevron Corp.	San Ramon	CA	6	100	86	✓	✓	✓	✓	✓	✓	✓
Shell Oil Co.	Houston	TX		86	86	✓		✓	✓	✓	✓	✓
Williams Companies Inc.	Tulsa	OK	165	71	71	✓			✓	✓	✓	✓
ConocoPhillips	Houston	TX	7	64	64	✓			✍	✓	✓	✓
Exxon Mobil Corp.	Irving	TX	2	14	14					✓		
Pharmaceuticals												
GlaxoSmithKline Inc.	Philadelphia	PA		100	86	✓	✓	✓	✓	✓	✓	✓
Johnson & Johnson	New Brunswick	NJ	30	100	86	✓	✓	✓	✓	✓	✓	✓
Pfizer Inc.	New York	NY	24	100	100	✓	✓	✓	✓	✓	✓	✓
Amgen Inc.	Thousand Oaks	CA	212	86	71	✓		✓	✓	✓	✓	✓
Aventis Pharmaceuticals Inc.	Bridgewater	NJ		86	86	✓		✓	✓	✓	✓	✓
Bristol-Myers Squibb Co.	New York	NY	93	86	86	✓		✓	✓	✓	✓	✓
Eli Lilly & Co.	Indianapolis	IN	152	86	71	✓		✓	✓	✓	✓	✓
Hoffmann-La Roche Inc.	Nutley	NJ		86	86	✓		✓	✓	✓	✓	✓
Merck & Co. Inc.	Whitehouse Station	NJ	84	86	86	✓		✓	✓	✓	✓	✓
Novartis Pharmaceutical Corp.	East Hanover	NJ		86		✓		✓	✓	✓	✓	✓
Schering-Plough Corp.	Kenilworth	NJ	264	86	86	✓		✓	✓	✓	✓	✓
Abbott Laboratories	Abbott Park	IL	100	71	71	✓		✓		✓	✓	✓
Wyeth	Madison	NJ	125	64	43	✓		✓	✍	✓		✓
Biovail Pharmaceuticals Inc.	Bridgewater	NJ		57	57	✓		✓		✓		✓
TAP Pharmaceutical Products Inc.	Lake Forest	IL		57	57	✓		✓		✓		✓

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Bayer Corp.	Pittsburgh	PA		29	29			✓				✓
Publishing and Printing												
CMP Media LLC	Manhasset	NY		100	86	✓	✓	✓	✓	✓	✓	✓
New York Times Co.	New York	NY		100	100	✓	✓	✓	✓	✓	✓	✓
Gannett Co. Inc.	McLean	VA	283	86	86	✓		✓	✓	✓	✓	✓
The McGraw-Hill Companies Inc.	New York	NY	375	86	86	✓		✓	✓	✓	✓	✓
Scholastic Corp.	New York	NY		86	86	✓		✓	✓	✓	✓	✓
Knight Ridder	San Jose	CA		57	57	✓		✓		✓		✓
R.R. Donnelley & Sons	Chicago	IL	275	43	29	✓				✓		✓
Retail and Consumer Products												
Best Buy Co. Inc.	Richfield	MN	77	100	100	✓	✓	✓	✓	✓	✓	✓
Borders Group Inc.	Ann Arbor	MI	475	100	100	✓	✓	✓	✓	✓	✓	✓
Estee Lauder Companies	New York	NY	346	100	57	✓	✓	✓	✓	✓	✓	✓
Replacements Ltd.	McLeansville	NC		100	100	✓	✓	✓	✓	✓	✓	✓
SC Johnson & Son Inc.	Racine	WI		100	100	✓	✓	✓	✓	✓	✓	✓
Sears, Roebuck and Co.	Hoffman Estates	IL	45	100	86	✓	✓	✓	✓	✓	✓	✓
Walgreens Co.	Deerfield	IL	38	100	86	✓	✓	✓	✓	✓	✓	✓
Staples Inc.	Framingham	MA	146	93	86	✓	✓	✓	✓	✓	✓	✓
The Gillette Co.	Boston	MA	215	86	86	✓		✓	✓	✓	✓	✓
Hasbro Inc.	Pawtucket	RI		86	86	✓		✓	✓	✓	✓	✓
Kimberly-Clark	Irving	TX	135	86	71	✓		✓	✓	✓	✓	✓
The Procter & Gamble Co.	Cincinnati	OH	26	86	86	✓		✓	✓	✓	✓	✓
Target Corp.	Minneapolis	MN	27	86	86	✓		✓	✓	✓	✓	✓
Colgate-Palmolive Co.	New York	NY	210	79	79	✓		✓	✓	✓	✓	✓
Amazon.com Inc.	Seattle	WA	303	71	71	✓		✓	✓	✓		✓
Barnes & Noble Inc.	New York	NY	335	71	71	✓		✓		✓	✓	✓
Hallmark Cards Inc.	Kansas City	MO		71	57	✓		✓	✓		✓	✓
Office Depot Inc.	Delray Beach	FL	156	71	43	✓		✓		✓	✓	✓
Bear Creek Corp.	Medford	OR		64	64	✓		✓	✓		✓	✓
Avon Products	New York	NY	278	57	57	✓		✓			✓	✓
The Clorox Company	Oakland	CA	445	57	57	✓		✓		✓		✓
Mattel Inc.	El Segundo	CA	383	57	57	✓		✓			✓	✓
Toys “R” Us Inc.	Wayne	NJ	192	57	43	✓	✓		✓			✓
Wal-Mart Stores Inc.	Bentonville	AR	1	57	43	✓			✓	✓		✓
AutoZone Inc.	Memphis	TN	350	43	43	✓				✓		✓

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Circuit City Stores Inc.	Richmond	VA	231	43	29	✓		✓				✓
Kmart Corp.	Troy	MI	113	43	57	✓					✓	✓
RadioShack Corp.	Fort Worth	TX	399	29	29	✓						✓
Rite Aid Corp.	Camp Hill	PA	128	29	29	✓						✓
Meijer Inc.	Grand Rapids	MI		14	14							✓
Telecommunications												
AT&T Corp.	Bedminster	NJ	56	100	100	✓	✓	✓	✓	✓	✓	✓
SBC Communications Inc.	San Antonio	TX	33	100	86	✓	✓	✓	✓	✓	✓	✓
Sprint Corp.	Overland Park	KS	67	100	71	✓	✓	✓	✓	✓	✓	✓
BellSouth Corp.	Atlanta	GA	87	86	86	✓		✓	✓	✓	✓	✓
Cingular Wireless	Atlanta	GA		86	86	✓		✓	✓	✓	✓	✓
Comcast Corp.	Philadelphia	PA	102	86		✓		✓	✓	✓	✓	✓
Cox Communications Inc.	Atlanta	GA	322	86	86	✓		✓	✓	✓	✓	✓
EarthLink Inc.	Atlanta	GA		86	86	✓		✓	✓	✓	✓	✓
Qwest Communications International Inc.	Denver	CO	154	86	86	✓		✓	✓	✓	✓	✓
Verizon Communications	New York	NY	14	86	86	✓		✓	✓	✓	✓	✓
Nextel Communications	Reston	VA	157	71	71	✓		✓	✓	✓		✓
Verio Inc.	Englewood	CO		71	71	✓		✓	✓	✓		✓
ALLTEL Corp	Little Rock	AR	265	29	0	✓						✓
Tobacco												
Reynolds American Inc.	Winston-Salem	NC	321	86	86	✓		✓	✓	✓	✓	✓
Altria Group Inc. (Philip Morris Companies Inc.)	New York	NY	17	71	71	✓		✓		✓	✓	✓
Transportation, Travel												
Worldspan Technologies Inc.	Atlanta	GA		100	100	✓	✓	✓	✓	✓	✓	✓
Hotels.com	Dallas	TX		86		✓		✓	✓	✓	✓	✓
Ryder System Inc.	Miami	FL	381	79	79	✓		✓	✓	✓	✓	✓
CSX Corp.	Richmond	VA	269	57		✓			✓	✓		✓
American President Lines Ltd.	Oakland	CA		43	43	✓		✓				✓
Utilities												
Dominion Resources Inc.	Richmond	VA	151	100		✓	✓	✓	✓	✓	✓	✓
Keyspan Corp	Brooklyn	NY	302	100	100	✓	✓	✓	✓	✓	✓	✓
PG&E Corp.	San Francisco	CA	196	100	100	✓	✓	✓	✓	✓	✓	✓

APPENDIX B: 2005 CORPORATE EQUALITY INDEX SCORES, BY INDUSTRY

Employer Name	City	State	Fortune Rank	2005 Score	2004 Score	“Sexual Orientation” in EEO	“Gender Identity or Expression” in EEO	Domestic Partner Benefits	GLBT Employee Resource Group or Diversity Council	Diversity Training	Marketing, Sponsorship or Philanthropy	No Anti-GLBT Activities
Southern California Edison	Rosemead	CA		100	100	✓	✓	✓	✓	✓	✓	✓
Northeast Utilities System	Berlin	CT	310	86	86	✓		✓	✓	✓	✓	✓
PacifiCorp	Portland	OR		86	86	✓		✓	✓	✓	✓	✓
Sempra Energy	San Diego	CA	235	86	86	✓		✓	✓	✓	✓	✓
Xcel Energy	Minneapolis	MN	256	86	86	✓		✓	✓	✓	✓	✓
Cinergy Corp.	Cincinnati	OH	412	71	71	✓			✓	✓	✓	✓
Consolidated Edison Co.	New York	NY	228	71	71	✓		✓		✓	✓	✓
DTE Energy Co.	Detroit	MI	296	71	86			✓	✓	✓	✓	✓
Duke Energy	Charlotte	NC	86	71	71	✓			✓	✓	✓	✓
Edison International	Rosemead	CA	187	71	71	✓		✓		✓	✓	✓
Exelon	Chicago	IL	145	71		✓		✓	✓		✓	✓
PPL Corp.	Allentown	PA	344	71	71	✓			✓	✓	✓	✓
Calpine Corp.	San Jose	CA	242	64	79	✓		✓	✓		✓	✓
Allegheny Energy	Hagerstown	MD		57	57			✓		✓	✓	✓
Baltimore Gas & Electric Co.	Baltimore	MD		57	43	✓		✓			✓	✓
Reliant Energy Inc.	Houston	TX	250	57		✓			✓	✓		✓
Wisconsin Energy Corporation	Milwaukee	WI	471	57		✓			✓	✓		✓
Entergy Corp.	New Orleans	LA	221	36	36	✓			✓	✓		
Aquila	Kansas City	MO		29	29	✓						✓

✓ This signifies a company that does not have a diversity council or GLBT employee resource group, but would allow a group to form.

Appendix C | 2005 CORPORATE EQUALITY INDEX SURVEY

We are pleased to provide you with the Corporate Equality Index 2005 Survey.

Additional questions will be added to the scoring criteria in 2006. Questions applicable to 2005 and/or 2006 are marked using the key below. Answers you provide in 2006 will be used in calculating the 2006 score. Please refer to the following key to understand which questions in this survey will affect your current and/or future scores.

Key: **2005** **Your answers to these questions will be used in part or in their entirety for scoring purposes in the 2005 and future Corporate Equality Indexes.**

2006 **Your answers to these questions this year are for informational purposes only.**
 Your answers to these questions in the 2006 survey will be used in part or in their entirety for scoring purposes in the 2006 Corporate Equality Index.

Questions not marked with either “2005” or “2006” are for informational purposes only and will not be used to calculate a score in 2005 or 2006. Please refer to the Reporting Guidance document for more information regarding Corporate Equality Index scoring criteria and the proposed changes for 2006.

For more information on the Corporate Equality Index, please see our website (www.hrc.org/cei).

Contact Samir Luther at samir.luther@hrc.org or 202-572-8969 if you have questions.

Please complete this form and fax or mail it to:

HRC Workplace Project
1640 Rhode Island Ave NW • Washington, DC 20036
Fax: 202-772-3880
Fax by e-mail: samir.luther@hrc.org

RESPONSE DEADLINE: MAY 23, 2005

Basic Company Information

HRC will not publish or distribute contact information externally.

Company Name: _____

Your Name: _____

Your Title: _____

Your Department/Division: _____

Your Phone Number: _____

Your E-mail Address: _____

Non-Discrimination/EEO Policies

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.)

2005

- Yes, we include “sexual orientation” in our primary non-discrimination or EEO policy
- Yes, but only in one or more subsidiaries or labor agreements
- We do not have such a policy, but are working toward this in the next one year
- We do not have such a policy
- Do not know

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

- Yes
- No
- Do not know
- We have no employees based outside the United States

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.)

2005

- Yes, we include “gender identity” or “gender identity or expression” in our primary non-discrimination or EEO policy
- Yes, but only in one or more subsidiaries or labor agreements
- We do not have such a policy, but are working toward this in the next one year
- We do not have such a policy
- Do not know

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

- Yes
- No
- Do not know
- We have no employees based outside the United States

Benefits

3. Does your company offer health insurance coverage to your employees’ same-sex partners? If no, please also answer 3e.

2005

- Yes, company-wide
- Yes, but only in one or more subsidiaries or labor agreements (please elaborate at the end of this section)
- We do not offer partner health benefits, but plan to in the next one year
- We do not offer partner health benefits, and have no plans to offer them
- Do not know

3a. If YES, 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, what year did same-sex partner health insurance benefits become available at your company?

_____ Year

Do not know

3c. If YES, 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

No

Do not know

3d. If YES, are the benefits offered to employees in all your global operations where such benefits would be available to opposite-sex spouses, including non-U.S. citizens based abroad?

Yes

No

Do not know

We have no employees based outside the United States

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

Yes

No

Do not know

4. What other benefits do you offer, company-wide, to opposite-sex spouses of U.S. employees?

2006 Are those benefits also offered, company-wide, to same-sex partners of U.S. employees?

Please place “Y” or “N” depending on what your company offers:

Benefits	Place “Y” or “N” where applicable	
	Offered to Opposite-Sex Spouses	Offered to Same-Sex Partners
Dental		
Vision		
Spouse/partner’s dependent medical coverage		
FMLA/FMLA-like benefits		
COBRA/COBRA-like benefits		
Bereavement leave		
Supplemental life insurance for the spouse/partner		
Relocation/travel assistance		
Adoption assistance		
Survivor benefits for the spouse/partner in event of employee’s death		
Retiree health care benefits		
Employee discounts		

Please describe any other benefits offered to employees' same-sex partners:

5. Does your company recognize legal marriages for same-sex couples when deciding eligibility for health insurance coverage of your U.S. employees' partners? (as of the time of this writing, marriage is legally recognized in Massachusetts and much of Canada)

- Yes
 No, but we plan to offer this in the next one year
 No
 Not applicable (no employees have claimed any such legal status)
 Do not know

- 5a. If YES, is the event of the marriage recognized as a qualifying event for immediate enrollment in your benefits programs?

- Yes
 No
 Do not know

If desired, please describe your company's policies regarding employees' same-sex married spouses:

Transgender Employee Policies

6. 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? (Please attach a copy of the policy.)

- Yes, we have written Gender Transition guidelines (please attach a copy of the policy)
 We do not have such a policy, but are working toward this in the next one year
 We do not have such a policy
 Do not know

7. **2006** Some employee health insurance policies exclude coverage for commonplace treatments and procedures for transgender employees, through what is commonly referred to as a “transgender exclusion” clause. Many of these procedures/treatments are available and covered for non-transgender diagnoses. For health care benefits available to your general work force, is there at least one company-sponsored plan where these benefits are also available to transgender employees as part of their medically supervised treatment? Place “Y”, “N” or “P” for planned within the next one year.

Wellness Need	Available to insured for other purposes (cancer, injury, hormone imbalance, etc.)?	Available to transgender insured as part of medically supervised gender identity-related treatment?
Counseling by a mental health professional		
Pharmacy benefits covering hormone therapy		
Medical visits to monitor the effects of hormone therapy and associated lab procedures		
Medically necessary surgical procedures such as hysterectomy (for additional information please see attached 2005 Survey Reporting Guidance)		
Short-term disability leave for surgical procedures		

Please describe any other benefits available to transgender employees:

Diversity Management and Training

8. How many reporting levels are there between your company’s CEO and the individual whose primary job function is work force diversity that includes lesbian, gay, bisexual or transgender diversity? (0=direct report)

_____ # Levels
 Do not know

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

2005

Yes
 No
 Do not know

9a. If NO, would your company allow GLBT employees to use its facilities, electronic and other resources to form a group if one expressed interest?

2005

Yes
 No
 Do not know

9b. If YES, please provide contact information for the group:

Name of Group: _____

Contact Name(s) and Phone(s): _____

E-mail and Website: _____

Mailing Address: _____

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

- Yes, we have a diversity council or working group that includes GLBT issues
- No, we have a diversity council or working group, but GLBT issues are not covered
- No, we do not have a diversity council or working group
- Do not know

11. 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.)

Diversity Topic	All required to attend	All managers/ supervisors required to attend	Some employees required to attend	None required to attend, but training is offered	Not offered
Sexual orientation					
Gender identity and expression					
Disability					
Race / ethnicity					
Gender					
Other (describe below)					

Please describe the other training employees receive:

12. Does your company have a supplier diversity program?

- Yes
- No
- Do not know

12a. If YES, does your company seek out GLBT-owned companies in your supplier diversity program?

- Yes
- No
- Do not know

12b. If YES, what percentage of your current supply chain is GLBT-owned?

- _____ %
- Do not know

Marketing and Advertising / Philanthropy / Sponsorship

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

2005

- Yes
- No
- Do not know

13a. 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)	Scope of media (select all that apply: national, local, across entire operating area, GLBT only, other)	Duration of campaign (in years)	Creative content (gay-themed or general audience)
1					
2					
3					

13b. Please provide any additional information about your company’s advertising campaigns. Please use an extra sheet if necessary.

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

2005

- Yes
- No
- Do not know

14a. If YES, please describe a maximum of three events that your company has sponsored.

	Name of event	Number of events sponsored	Scope of event (National, across your entire operating area, local, other)	How many years have you sponsored this event?	Type of organization sponsored (political, education, health, community)
1					
2					
3					

14b. Please provide any additional information about your company's event sponsorships. Please use an extra sheet if necessary.

15. 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?

2005

- Yes
- No
- Do not know

15a. If YES, please describe a maximum of three such activities.

	Name of campaign	Type of support (cash grant, in-kind, other)	Average annual amount or percent of total giving	How many years have you supported this organization?	Type of organization sponsored (political, education, health, community)
1					
2					
3					

15b. Please provide any additional information about your company’s philanthropic activities. Please use an extra sheet if necessary.

16. Please include any other information that would illustrate how your company views lesbian, gay, bisexual or 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.)

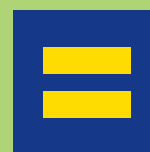
Thank you for taking the time to complete the HRC Corporate Equality Index survey.

Appendix D | EQUALITY PROJECT'S EQUALITY PRINCIPLES

As amended by the Equality Project (501c3) Executive Board, copyright 2005

The CEI is based, in part, on the Equality Principles.

1. The company will prohibit discrimination based on sexual orientation and 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 benefits plans and opportunities to all employees regardless of sexual orientation or gender identity.
5. The company will include discussions of sexual orientation, gender and gender identity as part of its official employee diversity and sensitivity training communications.
6. The company will give all employee groups equal standing, regardless of sexual orientation or gender identity.
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 prohibit, censor or place restrictions on advertising, marketing or promoting events on the basis of sexual orientation, gender expression or gender identity.
9. The company will not discriminate in the sale of its goods and services, or in its agreements with suppliers and vendors on the basis on sexual orientation or gender identity.
10. The company will not bar charitable contributions to groups and organizations on the basis of sexual orientation or gender identity.



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