


Economic Motives for Adopting LGBT-Related Workplace Policies Corporate Statements, Top 50 Federal Contractors, 2009

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
 <p>Rank: 1 Policies*: SO, GI, DPB Company Name: Lockheed Martin Corp.</p> <p>Ken Disken, Senior Vice President, Lockheed Martin, "Lockheed Martin is committed to providing the most supportive and inclusive environment for all employees. Ensuring a positive, respectful workplace and robust set of benefits for everyone is critical to retaining employees and helping them develop to their fullest potential. Our efforts to provide the best environment possible for all employees support the corporation's business objectives and the professional aspirations of employees as we support our nation and its allies."</p> <p>Human Rights Campaign, HRC Corporate Equality Index (2009), available at https://222.hrc.org/issues/workplace/11139.htm</p>	<p>In 2003, Megan Meriman, a Lockheed Martin spokesperson said of extending domestic partner benefits: "We felt this was a good business decision that will contribute to our success in the future. We want to attract and retain talented employees."</p> <p>Ezra Fieser, Lockheed Martin Improves Corporate Policies Regarding Gay, Lesbian Employees, The Daily Record, Aug. 25, 2003.</p> <p>Ken Disken, Senior Vice President, Lockheed Martin, "Lockheed Martin is committed to providing the most supportive and inclusive environment for all employees. Ensuring a positive, respectful workplace and robust set of benefits for everyone is critical to retaining employees and helping them develop to their fullest potential. Our efforts to provide the best environment possible for all employees support the corporation's business objectives and the professional aspirations of employees as we support our nation and its allies."</p> <p>Human Rights Campaign, HRC Corporate Equality Index (2009), available at https://222.hrc.org/issues/workplace/11139.htm</p>	<p>We are committed to creating one company, one team, all-inclusive, where diversity contributes to the Lockheed Martin vision. Diversity at Lockheed Martin is an inclusive team that values and leverages each person's individuality.</p> <p>It's about living our values of doing what's right, respecting others and performing with excellence. We recognize that our success depends on the talent, skills and expertise of our people and our ability to function as an integrated team.</p> <p>Lockheed Martin, Commitment to Inclusion and Respect, http://www.lockheedmartin.com/aboutus/diversity/diversity.html</p>

* SO = sexual orientation non-discrimination policy; GI = gender identity non-discrimination policy; DPB = offers domestic partner benefits; UNK = unknown



Rank: 2
Policies: SO, GI, DPB
Company Name: Boeing Co.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>After adding gender identity to Boeing's non-discrimination policy in 2006, Global Diversity & Employee Rights team member, Connie Jack said, "That was a major celebration for us. Diversity is itself a core business strategy of the company. It is our intent to create an inclusive environment that provides for a fully engaged workforce."</p> <p>Todd Henneman, Companies that Embrace Equality, The Advocate, Oct. 10, 2006.</p>	<p>James B. Dagnon, Boeing's senior vice president for personnel, said the move [to offering Domestic Partner Benefits] was made for two reasons: "First to attract and retain talented employees, and second to walk the talk on diversity. Diversity, with a capital D, means acknowledging employees have different backgrounds, preferences and interests."</p> <p>Boeing Extends Health Benefits To Same-Sex Partners; Proposal Affects Only Nonunion Salaried Workers; Unmarried Heterosexuals Are Excluded, St. Louis Post-Dispatch, Oct. 24, 1999</p>	<p>Diversity and inclusion are part of Boeing's values at the highest level. Having diverse employees, business partners and community relationships is vital to creating advanced aerospace products and services for our diverse customers around the world.</p> <p>The company's commitment to diversity means providing a work environment for all employees that is welcoming, respectful and engaging, with opportunities for personal and professional development. This in turn increases productivity, quality, creativity and innovation.</p> <p>Boeing, Diversity, http://www.boeing.com/aboutus/diversity/</p>
<p>Rank: 3 Policies: SO, GI, DPB Company Name: Northrop Grumman Corp.</p>	<p>Upon extending benefits to employees' domestic partners in 2003, Northrop Grumman Spokesperson Bob Bishop said: "We want to hire the best employees available. We benchmark our benefits against the industry, and we strive to offer a competitive benefits package. We think this helps us do just that."</p> <p>Northrop Latest on Domestic Partner Benefit Bandwagon, Plansponsor.com, May 19, 2003.</p>	<p>The 120,000 men and women who make up Northrop Grumman are a talented and diverse team. Their diversity in terms of culture, background, experience, thoughts, ideas and work styles allows us to design and build some of the most sophisticated next generation products and services for our customers.</p> <p>At Northrop Grumman, we look at diversity and inclusion as being integrated into all our business practices. We take pride in creating a working environment where diversity and inclusion is valued and leveraged to foster creativity and innovation, thereby allowing us to meet the business challenges of tomorrow.</p> <p>Northrop Grumman defines valuing diversity as a management philosophy that when we recognize, acknowledge, become more aware and embrace the differences in culture and backgrounds that all colleagues bring to the company, then and only then can the company leverage our dynamic assets to drive business success..</p> <p>In pursuit of becoming the industry's employer of choice, Northrop Grumman seeks to develop and nurture its diversity. The company believes that diversity among its workforce strengthens the organization, stimulates creativity, promotes the exchange of ideas and enriches the work lives of all employees.</p> <p>Northrop Grumman, Corporate Commitment, http://www.northropgrumman.com/corporate-responsibility/diversity/corporate-commitment.html.</p>



Rank: 3
Policies: SO, GI, DPB
Company Name: Northrop Grumman Corp.

Raytheon

Rank: 4
Policies: SO, GI, DPB
Company Name: Raytheon Co.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>Hayward Bell, Chief Diversity Officer, Raytheon, "We are proud to have once again achieved a perfect score on the Corporate Equality Index, since it directly reflects the strides that our company has made to build a culture that recognizes, respects and leverages individual and cultural differences. Our commitment to diversity and inclusion is our undeniable pathway to success for individuals and the company – for everyone, every day and everywhere."</p> <p>Human Rights Campaign, HRC Corporate Equality Index (2008), available at http://www.hrc.org/documents/HRC_Corporate_Equality_Index_2008.pdf.</p>		<p>We recognize the importance of retaining, attracting and developing a diverse range of world-class talent in our employee ranks to maximize the potential of the company, and to bring the most value to our shareholders.</p> <p>Raytheon, 2009 Corporate Responsibility Report (2009), available at http://media.corporate-ir.net/media_files/irol/84/84193/RTN_CSR_2009/index.html.</p>
<p>Appreciating differences involves respecting the underlying characteristics that make each of us unique. These differences include personal points of view, beliefs and ways of thinking, as well as tangible differences such as age, gender, ethnicity, national origin, physical ability, military experience and sexual orientation, among others. General Dynamics recognizes that the best ideas and solutions are developed by gathering input from people who have these different perspectives as well as these tangible differences.</p> <p>General Dynamics, Diversity, http://www.generaldynamics.com/careers/diversity/</p>		

GENERAL DYNAMICS

Rank: 5
Policies: SO, GI
Company Name: General Dynamics Corp.



Rank: 6
 Policies: SO, GI, DPB
 Company Name: United Technologies Corp.



communications

Rank: 7
 Policies: SO
 Company Name: L-3 Communications Holdings Inc.

Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People	Domestic Partner Benefits Statements	General Diversity & Benefits Statements
		<p>As a global organization that relies on teamwork and a multiplicity of viewpoints, we actively seek a diverse work force. For UTC, diversity is a competitive asset that enables us to more closely reflect and respond to the diverse needs of our markets, customers and communities. Our goal is a workplace where all employees are encouraged to reach their fullest potential and where everyone values, accepts and respects the differences in our work force.</p> <p>Maintaining a diverse work force is a key component of our ability to meet the demands of a global business. We strive to remove all barriers - cultural or otherwise - so that we hire, develop, promote and retain the very best talent from around the world.</p> <p>United Technologies, Diversity, http://careers.utc.com/text/diversity_action.asp</p> <p>UTC will attract, motivate and retain competent, dedicated people by designing compensation and benefits programs that are competitive in our worldwide marketplace.</p> <p>UTC, Code of Ethics, http://www.pratt-whitney.com/StaticFiles/Sikorsky/Assets/Attachments/Supplier_Licensing/ethics.pdf</p>
		<p>Our vision is to provide the best value for our customers by investing in and evolving our products. To reach this goal we need creative and innovative thinkers. Every individual in our company brings to the table a unique background and perspective, a unique set of abilities. Those differences are assets and resources that will determine our success. To compete and win in this industry we continually strive to create an environment where everyone is a valued member of the team with the opportunity to maximize his or her personal contribution. Limitless possibilities exist when different ideas, backgrounds and ways of getting the job done exist. We want you to be a part of our varied workforce.</p> <p>GS&ES's strong commitment to workforce diversity encourages inclusion of all people by maintaining a work environment supported by policies and procedures that foster a nondiscriminatory work place. Equal Employment Opportunity and Affirmative Action principles and policies are demonstrated in the practice of L-3 GS&ES's values and are incorporated into the daily operations of the company in every personnel decision and action.</p> <p>L-3 Communications, Diversity, http://www.gses.l-3com.com/careers/diversity.php</p>



Rank: 8
Policies: SO
Company Name: Oshkosh Truck Corp.



Rank: 9
Policies: SO, DPB
Company Name: Science Applications International Corp.



Rank: 10
Policies: SO
Company Name: BAE Systems Inc.

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		<p>We treat each other with dignity, respect and fairness. We appreciate the diversity of our work force and the uniqueness of each employee. All individuals are valued, without regard to gender, ethnic or educational background.</p> <p>Oshkosh Defense, People, http://www.oshkoshdefense.com/people#</p>
		<p>Our commitment to diversity and inclusion shapes how we view: Talent, both internally and externally, to create a diverse and engaged workforce Our diversity and inclusion approach that aligns with SAIC's business objectives and strategic goals. SAIC Core Values and how they link to our leadership and cultural competencies to provide added value to our customers, employees, and other stakeholders. Our commitment to diversity and inclusion helps us attract and retain talented, engaged individuals who want to become part of our team</p> <p>SAIC, Why SAIC? An Inclusive Workforce, available at http://www.saic.com/career/why-saic/inclusive/</p>
		<p>An inclusive workplace where all individuals are valued and respected, encourages innovation and supports the retention of skilled employees. It also increases our attractiveness as an employer to potential recruits. Greater diversity is supported by expanding our recruitment and succession planning processes to include talented people from a variety of backgrounds, experiences and perspectives, and through training, mentoring and employee networks.</p> <p>BAE Systems, Strategy and Performance, http://bae-systems-corporate-responsibility-report-2009.production.investis.com/workplace/strategy-and-performance.aspx</p>



Rank: 11
 Policies: SO, DPB
 Company Name: McKesson Corp.



Rank: 12
 Policies: SO, GI, DPB
 Company Name: Computer Sciences Corp.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
		<p>Diversity and Inclusion is good for business: it allows us to reflect and respond to a diverse customer base; keep pace with changing demographics; improve productivity, creativity and quality; improve teamwork and decision making; demonstrate our corporate citizenship; and support our government contracts.</p> <p>McKesson, Diversity and Inclusion, http://www.mckesson.com/en_us/McKesson.com/About%2BUs/Corporate%2BCitizenship/Diversity%2Band%2BInclusion.html</p>
		<p>We value the diversity of our employees and the unique perspectives they bring to CSC. Diversity at CSC includes functional roles within the company, the markets and industries we serve, length of service, geographic location, educational background, age, race, gender, ethnicity and whether employees joined CSC independently or through an acquisition. By valuing differences, we demonstrate our commitment to treating everyone with fairness and respect.</p> <p>Computer Sciences Corp., Diversity-- One Great Mix, http://www.csc.com/careersmy/ds/11882-diversity_one_great_mix</p> <p>CSC's approach to benefits and compensation is based on a simple truth: We know we're only as good as our people. Recognizing this, and acknowledging that our employees are our greatest asset, we offer a comprehensive benefits package that includes paid time off, healthcare coverage for you and your family.</p> <p>Computer Sciences Corp., CSC Benefits, http://www.csc.com/careersmy/ds/11883-csc_benefits</p>



Rank: 13
 Policies: SO, DPB
 Company Name: Bechtel Group Inc.

Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People	Domestic Partner Benefits Statements	General Diversity & Benefits Statements
<p>Summary of Bechtel Policy Under the Bechtel Covenants, we encourage openness, teamwork, and trust. Our success depends on our ability to build dynamic, diverse, mobile teams whenever and wherever they are needed. We respect each other and value the diversity that comes from our different backgrounds, experience, and views. Bechtel is an equal opportunity employer and bases employment decisions on merit, experience, skills, and potential. Employment decisions are made without regard to race, color, gender, age, religion, national origin, ancestry, physical or mental disability, veteran status, sexual orientation, and other grounds for discrimination prohibited by applicable law.</p> <p>...</p> <p>How does Bechtel benefit from diversity? Bechtel's commitment to maximizing the unique talents and perspectives of our workforce gives us a competitive advantage because we can leverage those differences to achieve better results. This enables Bechtel to better understand and meet the diverse requirements and expectations of our global customers. Diversity and inclusion also helps Bechtel attract and retain highly talented employees around the globe.</p> <p>Bechtel, Bechtel Business Ethics: Our Code of Conduct, http://www.bechtel.com/assets/files/PDF/CodeofConduct/Bechtel_Code_of_Conduct_%20Web.pdf</p>	<p>Company spokesperson Leamon Abrams said the company extended benefits because "it's a good idea to be responsive to a customer, an important customer like San Francisco [referring to a San Francisco city ordinance that required city contractors to extend equal benefits to domestic partners]."</p> <p>Rachel Gordon, Bechtel Agrees to Extend Its Benefits Policy, SFGate, May 4, 2000.</p>	<p>Summary of Bechtel Policy Under the Bechtel Covenants, we encourage openness, teamwork, and trust. Our success depends on our ability to build dynamic, diverse, mobile teams whenever and wherever they are needed. We respect each other and value the diversity that comes from our different backgrounds, experience, and views. Bechtel is an equal opportunity employer and bases employment decisions on merit, experience, skills, and potential. Employment decisions are made without regard to race, color, gender, age, religion, national origin, ancestry, physical or mental disability, veteran status, sexual orientation, and other grounds for discrimination prohibited by applicable law.</p> <p>...</p> <p>How does Bechtel benefit from diversity? Bechtel's commitment to maximizing the unique talents and perspectives of our workforce gives us a competitive advantage because we can leverage those differences to achieve better results. This enables Bechtel to better understand and meet the diverse requirements and expectations of our global customers. Diversity and inclusion also helps Bechtel attract and retain highly talented employees around the globe.</p> <p>Bechtel, Bechtel Business Ethics: Our Code of Conduct, http://www.bechtel.com/assets/files/PDF/CodeofConduct/Bechtel_Code_of_Conduct_%20Web.pdf</p> <p>At Bechtel, we built a world-class organization by providing exciting work environments, challenging projects, and opportunities for career growth. We reward performance and results with competitive compensation packages that include some of the most sought-after benefits in the business. Bechtel recognizes registered domestic partners for all applicable benefits.</p> <p>Profile: Bechtel Corporation, Jobing.com, http://www.jobingtech.com/company_profile.asp?ViewMode=c&i=12463</p>



Rank: 14
 Policies: SO, DPB
 Company Name: URS Corp.



Rank: 15
 Policies: UNK
 Company Name: KBR Inc.



Rank: 16
 Policies: SO, DPB
 Company Name: Humana Inc.



Rank: 17
 Policies: SO, GI, DPB
 Company Name: Health Net Inc.

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		<p>Our corporate strategic focus is on growth, innovation, and meeting the needs of consumers. Because we understand that diversity serves as a catalyst for creative thinking, we recognize that diversity is a business imperative.</p> <p>Humana, Diversity, http://www.humana.com/resources/about/careers/diversity.aspx</p>
		<p>Diversity at Health Net is an essential component in driving our company vision. Health Net's very own President and Chief Executive Officer, Jay Gellert, sets the tone:</p> <p>Whatever job you're considering, keep in mind that opportunities at Health Net are geared toward development and upward mobility. All associates, including minorities, women, the disabled and veterans benefit from a work environment and value system that demonstrates fairness and equity in selection, compensation, benefits and personal growth. Not only is this a reflection of our commitment to equal opportunity, it's a critical business strategy for us. The best way to serve our diverse member base is by maintaining a diverse workforce.</p> <p>Health Net, Diversity, http://www.careersathealthnet.com/diversity.asp</p>



Rank: 18
 Policies: SO, GI
 Company Name: Harris Corp.



Rank: 19
 Policies: SO, DPB
 Company Name: General Electric Co.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
		<p>At Harris, our commitment to building, maintaining and expanding a globally inclusive culture is central to our organization's ongoing success. With effective Global Inclusion, we are more innovative in providing for and supporting our customer needs and satisfying our own development internally. We're advancing inclusion in our global workforce every day. Our goal is to continuously "create an environment where we all can do our best work." We do this by encouraging drivers and agents of organizational change and efficacy, and keeping management accountable. We have also cultivated a workplace climate of genuine respect, equity of opportunity, superior morale, and high performance by inspiring multicultural teamwork and collaboration, and cross-cultural communication across our global work communities. All of this empowers us – allowing us to collectively do our best to contribute to our success.</p> <p>We realize that creative solutions and success come from working together and supporting each other to achieve our goals. This collaboration extends across all areas of our global business, throughout the entire Harris organization.</p> <p>We further recognize that bringing a variety of backgrounds and perspectives to the table generates the best innovation. By leveraging our individual creative bandwidth, ingenuity, and differences, we will continue to enable, deliver and drive high performance at Harris.</p> <p>Harris Corporation, Global Inclusion, http://www.harris.com/harris/careers/global/</p>
	<p>At a companywide meeting in March, Mr. Immelt [then Chairman and Chief Executive of General Electric], who succeeded Mr. Welch nearly two years ago and is 20 years younger than Mr. Welch, made it clear he supported such benefits. "It's very important for us to have an inclusive culture where everyone feels comfortable that they can get any job when they walk through the door and people can prosper in this company," he told employees. "That's been true about gender and about race and it's going to be true in the future about gay and lesbian rights."</p> <p>Matt Murray, Wal-Mart Shift Shows Job Sites Welcome Gays, The Wall Street Journal, July 7, 2003.</p>	<p>Having an environment in which fair employment practices are implemented and executed helps GE compete for and attract a high quality and increasingly diverse workforce. The company will continue to make good faith efforts to recruit and retain diversified pools of applicants and employees.</p> <p>Diversity initiatives complement GE's fair employment obligations and are aimed at bringing about a greater recognition of the value and enhanced competitiveness of a workforce that includes people from many different cultural backgrounds. This also involves implementing management processes that develop and maintain a workplace in which all employees can contribute to their full potential.</p> <p>General Electric, Fair Employment Practices Policy, Oct. 2000, http://www.ge.com/files_citizenship/pdf/ge_fair_employment.pdf</p>



Rank: 20
Policies: UNK
Company Name: Triwest Healthcare Alliance Co.



Rank: 21
Policies: SO, GI, DPB
Company Name: ITT Corp.



Rank: 22
Policies: SO, GI, DPB
Entity Name: The Government of Canada

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>We, at ITT, are committed to building a workforce that mirrors the world in which we do business. This will lead to improved creativity, innovation, decision-making, and customer service and is essential to achieving premier status.</p> <p>Our concepts of inclusion and diversity embrace differences in race, religion, gender, disability, nationality, age, sexual orientation, ethnic background and more. Our culture, work practices and programs will value and support the contribution of each individual that results from diverse work and life experiences.</p> <p>The ITT Management System including our common Vision and Values will allow us to leverage differences and generate innovation that results from a diverse and inclusive culture and sustain our success in the global marketplace. ITT, Inclusion & Diversity Commitment Statement, http://www.itt.com/careers/diversity-statement/</p>	<p>In 2005, ITT began offering domestic partner benefits to all employees, and extended its anti-discrimination policy to encompass sexual orientation. By establishing a benefits policy that includes our company's gay and lesbian employees – and prohibiting discrimination based on sexual orientation – we are making our company more welcoming to a growing and vital part of the world</p> <p>ITT, 2005 Global Citizenship Report (2005), available at http://www.itt.com/docs/responsibility/2005_gcr/supplier_relations/systems_tools/</p>	<p>We, at ITT, are committed to building a workforce that mirrors the world in which we do business. This will lead to improved creativity, innovation, decision-making, and customer service and is essential to achieving premier status.</p> <p>Our concepts of inclusion and diversity embrace differences in race, religion, gender, disability, nationality, age, sexual orientation, ethnic background and more. Our culture, work practices and programs will value and support the contribution of each individual that results from diverse work and life experiences.</p> <p>The ITT Management System including our common Vision and Values will allow us to leverage differences and generate innovation that results from a diverse and inclusive culture and sustain our success in the global marketplace.</p> <p>ITT, Inclusion & Diversity Commitment Statement, http://www.itt.com/careers/diversity-statement/</p>



Rank: 23
 Policies: SO
 Company Name: Cerberus Capital Management



Rank: 24
 Policies: SO, GI, DPB
 Company Name: Honeywell Inc.



Rank: 25
 Policies: SO
 Company Name: CACI International Inc.

Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People	Domestic Partner Benefits Statements	General Diversity & Benefits Statements
		<p>At Honeywell, diversity is the foundation of a performance culture that promotes respect, understanding, and appreciation of different perspectives, backgrounds, and experiences.</p> <p>It is part of the energy that has and will continue to help the company achieve a sustainable and global competitive advantage for many years to come. It enables our global teams to generate new and better ideas faster and to collaborate and innovate more effectively.</p> <p>Each year, our leadership team and employees are assessed on their ability to foster diversity and teamwork. This makes our work environment more productive, more dynamic, and more positive. It enables us to come together and deliver the kind of outstanding results Honeywell has come to expect.</p> <p>Honeywell, Our Commitment to Diversity, http://honeywell.com/Citizenship/Pages/our-commitment-to-diversity.aspx</p>
		<p>In our commitment to being the best in all we do, CACI embraces diversity and inclusion as central to our business strategy. Our corporate culture values each individual's unique contributions to the success of our company, our employees, and our clients.</p> <p>At CACI, we know that a diverse workforce produces innovative thinking. It improves our potential for recruiting and retaining highly qualified employees. And it makes us a more attractive business partner.</p> <p>Having a diverse workforce enables us to approach problems from a variety of perspectives. A multiplicity of viewpoints gives us a greater pool of ideas from which to select and develop the best solutions for our clients. What's more, as our clients become more diverse, they look for diversity in their business partners.</p> <p>CACI, Embracing Diversity is Good business - and The Right Thing to Do. http://www.caci.com/job/diversity.shtml</p>

Bell-Boeing Joint Project



Rank: 26

Policies: SO, GI, DPB (Boeing); SO, DPB (Textron/Bell)

Company Names: Bell-Boeing Joint Project, a joint effort of Bell Helicopter (a Textron Subsidiary) and Boeing Co.

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<p>Boeing: After adding gender identity to Boeing's non-discrimination policy in 2006, Global Diversity & Employee Rights team member, Connie Jack said, "That was a major celebration for us. Diversity is itself a core business strategy of the company. It is our intent to create an inclusive environment that provides for a fully engaged workforce."</p> <p>Todd Henneman, Companies that Embrace Equality, The Advocate, Oct. 10, 2006.</p>	<p>Boeing: James B. Dagnon, Boeing's senior vice president for personnel, said the move [to offering Domestic Partner Benefits] was made for two reasons: "First to attract and retain talented employees, and second to walk the talk on diversity. Diversity, with a capital D, means acknowledging employees have different backgrounds, preferences and interests."</p> <p>Boeing Extends Health Benefits To Same-Sex Partners; Proposal Affects Only Nonunion Salaried Workers; Unmarried Heterosexuals Are Excluded, St. Louis Post-Dispatch, Oct. 24, 1999.</p> <p>Bell (Textron): Textron's benefits and compensation programs are designed to reflect our commitment to attracting and retaining talented and motivated people. Our comprehensive program incorporates pay programs that are designed to help talented employees excel – both at work and at home. Textron employees and their families, which includes same gender partners with respect to most benefits, have the opportunity to take an active role in managing the quality and the cost of their own benefits.</p> <p>Textron, Benefits & Compensation, http://www.textron.com/careers/benefits-and-compensation/index.php</p>	<p>Boeing: Diversity and inclusion are part of Boeing's values at the highest level. Having diverse employees, business partners and community relationships is vital to creating advanced aerospace products and services for our diverse customers around the world.</p> <p>The company's commitment to diversity means providing a work environment for all employees that is welcoming, respectful and engaging, with opportunities for personal and professional development. This in turn increases productivity, quality, creativity and innovation.</p> <p>Boeing, Diversity, http://www.boeing.com/aboutus/diversity/</p> <p>Bell (Textron): Diversity as a Catalyst for Growth You know what matters, and so do we. Our diversity and inclusion program is strategically aligned with Textron enterprise business objectives. By sustaining key growth goals, diversity supports our intention to be recognized as premier. Building a diverse workforce and strengthening our inclusive culture have a vital impact on three business objectives that will help generate growth: Globalization and Expansion – as we expand globally, we'll benefit from unique viewpoints of diverse and international employees. Your viewpoint may be the one that helps solve a service problem or anticipates a market entry concern. Continual Innovation – we must innovate to beat the competition and anticipate customer needs. We know from experience that input from our diverse workforce is important in these efforts. Attract Top Talent – we want the best people to recognize us as a great place to work and to build a career. Smart, driven applicants – like you – must consider Textron as a welcoming, inclusive workplace.</p> <p>Textron, Diversity at Textron, http://www.textron.com/about/commitment/diversity.php</p> <p>Textron's benefits and compensation programs are designed to reflect our commitment to attracting and retaining talented and motivated people. Our comprehensive program incorporates pay programs that are designed to help talented employees excel – both at work and at home. Textron employees and their families, which includes same gender partners with respect to most benefits, have the opportunity to take an active role in managing the quality and the cost of their own benefits.</p> <p>Textron, Benefits & Compensation, http://www.textron.com/careers/benefits-and-compensation/index.php</p>



Rank: 27
 Policies: SO
 Company Name: Battelle Memorial Institute



Rank: 28
 Policies: SO, DPB
 Company Name: Textron Inc.




<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
		<p>The Diversity Business Case is compelling and clearly expresses the rationale for diversity at Battelle:</p> <p>Better attraction, recruitment, and retention across various diversity dimensions. Increased competition in the industry for science and engineering talent. Improved understanding of markets will lead to enhanced customer service and loyalty.</p> <p>A diverse workforce increases creativity and innovation. Successful expansion into global markets. Adhere to the provisions of the Will of Gordon Battelle through social responsibility. It's the right thing to do!</p> <p>Battelle, Vison, http://www.battelle.org/diversity/vision.aspx</p>
	<p>Textron's benefits and compensation programs are designed to reflect our commitment to attracting and retaining talented and motivated people. Our comprehensive program incorporates pay programs that are designed to help talented employees excel – both at work and at home. Textron employees and their families, which includes same gender partners with respect to most benefits, have the opportunity to take an active role in managing the quality and the cost of their own benefits.</p> <p>Textron, Benefits & Compensation, http://www.textron.com/careers/benefits-and-compensation/index.php</p>	<p>Diversity as a Catalyst for Growth</p> <p>You know what matters, and so do we. Our diversity and inclusion program is strategically aligned with Textron enterprise business objectives. By sustaining key growth goals, diversity supports our intention to be recognized as premier. Building a diverse workforce and strengthening our inclusive culture have a vital impact on three business objectives that will help generate growth:</p> <p>Globalization and Expansion – as we expand globally, we'll benefit from unique viewpoints of diverse and international employees. Your viewpoint may be the one that helps solve a service problem or anticipates a market entry concern.</p> <p>Continual Innovation – we must innovate to beat the competition and anticipate customer needs. We know from experience that input from our diverse workforce is important in these efforts.</p> <p>Attract Top Talent – we want the best people to recognize us as a great place to work and to build a career. Smart, driven applicants – like you – must consider Textron as a welcoming, inclusive workplace.</p> <p>Textron, Diversity at Textron, http://www.textron.com/about/commitment/diversity.php</p> <p>Textron's benefits and compensation programs are designed to reflect our commitment to attracting and retaining talented and motivated people. Our comprehensive program incorporates pay programs that are designed to help talented employees excel – both at work and at home. Textron employees and their families, which includes same gender partners with respect to most benefits, have the opportunity to take an active role in managing the quality and the cost of their own benefits.</p> <p>Textron, Benefits & Compensation, http://www.textron.com/careers/benefits-and-compensation/index.php</p>

Los Alamos National Security



Rank: 29
Policies: SO, DPB (Bechtel); SO, GI, DPB (U. of Cal.); UNK (Babcock & Wilcox); SO, DPB (URS)
Company Name: Los Alamos National Security LLP, a joint effort of Bechtel Inc., University of California, Babcock & Wilcox Co. and URS Corp.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>Bechtel: Under the Bechtel Covenants, we encourage openness, teamwork, and trust. Our success depends on our ability to build dynamic, diverse, mobile teams whenever and wherever they are needed. We respect each other and value the diversity that comes from our different backgrounds, experience, and views. Bechtel is an equal opportunity employer and bases employment decisions on merit, experience, skills, and potential. Employment decisions are made without regard to race, color, gender, age, religion, national origin, ancestry, physical or mental disability, veteran status, sexual orientation, and other grounds for discrimination prohibited by applicable law.</p> <p>...</p> <p>How does Bechtel benefit from diversity? Bechtel’s commitment to maximizing the unique talents and perspectives of our workforce gives us a competitive advantage because we can leverage those differences to achieve better results. This enables Bechtel to better understand and meet the diverse requirements and expectations of our global customers. Diversity and inclusion also helps Bechtel attract and retain highly talented employees around the globe.</p> <p>Bechtel, Bechtel Business Ethics: Our Code of Conduct, http://www.bechtel.com/assets/files/PDF/CodeofConduct/Bechtel_Code_of_Conduct_%20Web.pdf</p>	<p>Bechtel: Company spokesperson Leamon Abrams said the company extended benefits because "it's a good idea to be responsive to a customer, an important customer like San Francisco [referring to a San Francisco city ordinance that required city contractors to extend equal benefits to domestic partners]."</p> <p>Rachel Gordon, Bechtel Agrees to Extend Its Benefits Policy, SFGate, May 4, 2000.</p> <p>University of California: The new policy [offering domestic partner benefits], UC officials said, will help them recruit and retain faculty they were losing to Stanford University, Harvard University, MIT, the University of Michigan and other schools that offer such benefits to same-sex partners.</p> <p>Kenneth Weiss, Dave Leshner, UC Regents Defy Wilson, OK Gay Partner Benefits; Politics: Measure Passes On 13-12 Vote Even Though Governor Hastily Appoints Two To The Board Friday In An All-Out Effort To Stop Passage, L.A. Times, at 1, Nov. 22, 1997.</p>	<p>Bechtel: Our success depends on our ability to build dynamic, diverse, mobile teams whenever and wherever they are needed. We respect each other and value the diversity that comes from our different backgrounds, experience, and views....Employment decisions are made without regard to race, color, gender, age, religion, national origin, ancestry, physical or mental disability, veteran status, sexual orientation, and other grounds for discrimination prohibited by applicable law.</p> <p>...</p> <p>How does Bechtel benefit from diversity? Bechtel’s commitment to maximizing the unique talents and perspectives of our workforce gives us a competitive advantage because we can leverage those differences to achieve better results. This enables Bechtel to better understand and meet the diverse requirements and expectations of our global customers. Diversity and inclusion also helps Bechtel attract and retain highly talented employees around the globe.</p> <p>Bechtel, Bechtel Business Ethics: Our Code of Conduct, http://www.bechtel.com/assets/files/PDF/CodeofConduct/Bechtel_Code_of_Conduct_%20Web.pdf</p> <p>At Bechtel, we built a world-class organization by providing exciting work environments, challenging projects, and opportunities for career growth. We reward performance and results with competitive compensation packages that include some of the most sought-after benefits in the business. Bechtel recognizes registered domestic partners for all applicable benefits.</p> <p>Profile: Bechtel Corporation, Jobing.com, http://www.jobingtech.com/company_profile.asp?ViewMode=c&i=12463</p> <p>University of California: Diversity is central to the mission of the University of California. To be successful, diversity cannot be seen as an optional initiative; it must be part of the way the University goes about its work—the way it teaches, does research, and engages with California’s communities. . . . Diversity enhances the quality of a UC education. The unique environment created by UC’s system of 10 top-tier public research universities contributes to the overall UC educational quality. An important aspect of this environment is the ability to take advantage of the important social, cultural and intellectual contributions made possible by having a diverse population of students, faculty and staff from a variety of underrepresented populations. A diverse University community enhances the quality of education by infusing perspectives and experiences from people of all walks of life in California and beyond, enriching and contributing to the educational environment.</p> <p>University of California, Diversity Annual Accountability Sub-Report (2010), available at http://www.universityofcalifornia.edu/diversity/documents/diversity-accountability-report-and-appendix-0910.pdf</p>

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>Diversity is integral to who we are at Booz Allen, and our inclusion on this list is further evidence of our commitment to value people from all backgrounds, across all cultures, and regardless of sexual orientation or gender. We recognize that diverse teams brainstorm the best solutions for all problems, and that our people can serve our clients best when they can be authentic in the workplace.</p> <p>CRSwire, Booz Allen Receives Perfect Score on 2011 Corporate Equality Index for Second Year in a Row, Oct. 6, 2010.</p>		<p>At Booz Allen, workplace diversity is more than recognizing differences. It's about embracing and accommodating the panoply of ideas, thoughts, perspectives, abilities, needs, styles, and cultural backgrounds our people bring to work every day.</p> <p>We believe that embracing diversity in the workplace contributes to more innovative ideas, which lead to better results for our clients.</p> <p>So we weave diversity practices into day-to-day workplace life across the firm. We provide training, mentoring, and career development resources to help staff reach their goals. We apply the insights derived from our employee-led diversity forums to respond to the changing needs of our staff and our client community. And we annually assess leadership and staff on their workplace diversity and inclusion practices, one of the firm's core values.</p> <p>Booz Allen Hamilton, Workplace Diversity, http://www.boozallen.com/about/diversity-inclusion/workplace-diversity</p>
 <p>Rank: 31 Policies: UNK Company Name: Supreme Group Holding</p>		
 <p>Rank: 32 Policies: UNK Company Name: DynCorp International</p>		
 <p>Rank: 33 Policies: SO, GI, DPB Company Name: Jacobs Engineering Group Inc.</p>		<p>As a global industry leader, Jacobs employs a dynamic mix of people to create the strongest company possible. Drawing upon employees' differences and viewpoints, we are able to develop better, more innovative services for existing and potential customers. Come join an inclusive and diverse company with people of all different backgrounds, experiences, cultures, styles, and talents.</p> <p>Jacobs Engineering, Diversity & Inclusion, http://www.jacobs.com/careers.aspx?id=4420</p> <p>Employees are our greatest asset, so it makes sense to us to offer them a quality benefits package that helps them and their families stay healthy, enjoy time off, provide for their financial future, and allow them opportunities to save money.</p> <p>Jacobs Engineering, Benefits, http://www.jacobs.com/careers.aspx?id=4442</p>

Booz | Allen | Hamilton

Rank: 30
Policies: SO, GI, DPB
Company Name: Booz Allen Hamilton Inc.



Rank: 31
Policies: UNK
Company Name: Supreme Group Holding



Rank: 32
Policies: UNK
Company Name: DynCorp International



Rank: 33
Policies: SO, GI, DPB
Company Name: Jacobs Engineering Group Inc.

FLUOR

Rank: 34
 Policies: SO
 Company Name: Fluor Corp.

ADNOC

Rank: 35
 Policies: UNK
 Company Name: Abu Dhabi National Oil Company for Distribution

ATK

Rank: 36
 Policies: SO, GI, DPB
 Company Name: Alliant Techsystems Inc.

GENERAL ATOMICS

Rank: 37
 Policies: UNK
 Company Name: General Atomics Technology Corp.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
		<p>Fluor works to sustain a culture where all individuals are valued. Fluor's dedication to maintaining a respectful and inclusive work environment helps attract, develop, and retain the most talented people. With a workforce of over 42,000 men and women, Fluor continues to expand across continents and cultures, leveraging the unique perspectives that each individual brings to the workplace. Employees are educated about the importance of embracing diversity and practicing inclusive behavior from their first day with the company throughout their entire career. Through Fluor's comprehensive employment programs and practices that support both representation and inclusion, employees have opportunities to realize their full potential while meeting the company's business objectives.</p> <p>Fluor, Diversity and Inclusion in Action, http://www.fluor.com/sustainability/diversity_inclusion/Pages/diversity_inclusion_at_fluor.aspx</p>
		<p>We consider a diverse workforce to be essential to our success as well as an important social responsibility. We are a company that values and respects all people for who they are, for their differing opinions and viewpoints, and for the way they do things.</p> <p>Alliant Techsystems, Our Values, http://www.atk.com/values/values_ourvalues.asp</p>



Rank: 38
Policies: SO, GI, DPB
Company Name: Hewlett-Packard Co.



Rank: 39
Policies: SO
Company Name: United Space Alliance

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>Marcela Perez de Alonso, Executive Vice President, Human Resources, Hewlett-Packard, "Hewlett-Packard Company is pleased to have once again received the Human Rights Campaign 100% rating on the Corporate Equality Index. The rating is a visible and welcome acknowledgment of the work many HP employees are doing every day to make our company innovative and competitive. HP is strongly committed to attracting, developing, promoting and retaining a diverse workforce to better serve our increasingly diverse customers, as well as providing an inclusive, flexible work environment that values differences, motivates employees to contribute their best, and is an open and safe place to work. We look forward to our continued partnership with the HRC on workplace and public policy issues."</p> <p>Human Rights Campaign, HRC Corporate Equality Index: 2005 Corporate Statements (2005), available at http://www.hrc.org/issues/4776.htm</p>	<p>"The extension of benefits to domestic partners continues HP's ongoing efforts to create an inclusive environment," said Lewis Platt, chairman and CEO. "We're also enhancing our competitiveness as a great place to work so we can attract and retain top talent."</p> <p>Hewlett-Packard Co.-Domestic Partner Benefits Program, available at https://www.schaap.hrc.org/documents/Sample-Policies-Hewlett-Packard.pdf</p>	<p>As HP has grown and expanded throughout the world, its work force has become more diverse. HP believes that this diverse work force helps the company realize its full potential. Recognizing and developing the talents of each individual brings new ideas to HP. The company benefits from the creativity and innovation that results when HP people who have different experiences, perspectives and cultures work together. This is what drives invention and high performance at HP. We believe a well managed, diverse work force expands HP's base of knowledge, skills and cross-cultural understanding, which in turn, enables us to understand, relate and respond to our diverse and changing customers throughout the world, connecting them to the power of technology. Our overall commitment is reflected in our diversity and inclusion philosophy.</p> <p>Hewlett-Packard, HP Non-Discrimination Policy, http://www.hp.com/hpinfo/abouthp/diversity/nondisc.html</p>
<p>In today's changing world, the need to build understanding and tolerance for diversity in the workplace is critical for a business to reach its full potential. Whether diversity manifests in the form of race, gender, sexual orientation, religion, age, geographic, background, education, economic background and thinking and communication styles, educating a workforce to appreciate diversity creates better working relationships, helps avoid miscommunication based on cultural differences, helps retain critical skills and saves time and money.</p> <p>United Space Alliance, Where Diversity Takes Flight, http://www.unitedspacealliance.com/about/Diversity_Report_ONLINE.pdf</p>		<p>In today's changing world, the need to build understanding and tolerance for diversity in the workplace is critical for a business to reach its full potential. Whether diversity manifests in the form of race, gender, sexual orientation, religion, age, geographic, background, education, economic background and thinking and communication styles, educating a workforce to appreciate diversity creates better working relationships, helps avoid miscommunication based on cultural differences, helps retain critical skills and saves time and money.</p> <p>United Space Alliance, Where Diversity Takes Flight, http://www.unitedspacealliance.com/about/Diversity_Report_ONLINE.pdf</p>



Rank: 40
 Policies: SO
 Company Name: Navistar International Corp.

Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People	Domestic Partner Benefits Statements	General Diversity & Benefits Statements
		<p>Our commitment to diversity brings Navistar a number of tangible benefits, including innovation, high-quality products and services, and improved customer relationships.</p> <p>.....</p> <p>Navistar continues to focus on achieving and exceeding ambitious spending goals with both minority-owned and women-owned suppliers. In both 2008 and 2009, Navistar was named one of the “Readers’ Choice Best Diversity Companies” by Diversity/Careers magazine, reflecting the company’s support for minorities and women, its attention to work/life balance and its commitment to supplier diversity.</p> <p>Navistar, Social Benefits, http://www.navistar.com/Navistar/Inside+Navistar/Sustainability/Social+Benefits</p>
		<p>As a global company, ManTech International Corporation values diversity in a way that recognizes the uniqueness in every employee, values the contribution that each individual can make, and creates an inclusive work environment through which employees can achieve maximum professional growth. ManTech’s top-down commitment to proactively managing diversity allows us to utilize the full talent of our workforce, at all levels, to effectively contribute to organizational goals. Diversity and inclusion are an inherent part of our culture and business growth worldwide.</p> <p>ManTech, ManTech Values Diversity and Inclusion, http://www.mantech.com/careers/careers.asp</p>
		<p>At Creative, we know that recruiting and retaining the best talent in our field is critical to our success.</p> <p>Creative celebrates and is committed to a vibrant and diverse workforce.</p> <p>Creative Associates International, Working at Creative, http://www.creativeassociatesinternational.com/</p> <p>In order to recruit and retain the best talent, Creative offers competitive salary and benefits packages.</p> <p>Creative Associates International, Working at Creative, http://www.creativeassociatesinternational.com/</p>



Rank: 41
 Policies: SO, GI
 Company Name: Mantech International Corp.



Rank: 42
 Policies: SO
 Company Name: Creative Associates International



Rank: 43
Policies: SO (at DRS, US-based subsidiary)
Company Names: Finmeccanica Group



Rank: 44
Policies: SO, GI, DPB
Company Names: California Institute of Technology

Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People	Domestic Partner Benefits Statements	General Diversity & Benefits Statements
		<p>DRS, Finmeccanica's US-based subsidiary:</p> <p>DRS has established a set of core values that form the basis of its social responsibility policy. Our core values are Integrity, Quality, Customer Focus, Diversity and Leadership.</p> <p>...</p> <p>Diversity We accept unconditionally the value that every human being has to offer. We cooperate together as a diverse workforce serving a diverse population.</p> <p>DRS, Core Values, http://www.drs.com/Sustainability/values.aspx</p>
	<p>The California Institute of Technology and NASA's Jet Propulsion Laboratory will offer family benefits beginning May 1 to employees with same-sex domestic partners, officials have announced.</p> <p>The California Institute of Technology and NASA's Jet Propulsion Laboratory will offer family benefits beginning May 1 to employees with same-sex domestic partners, officials have announced.</p> <p>In a memo to employees earlier this month, JPL officials said that offering such benefits is consistent with the university and the space lab's policies of non-discrimination.</p> <p>"It's certainly seen as a positive thing here on campus; we did it because we were being responsive to people here at Caltech and JPL," said Max Benavidez, a Caltech spokesman.</p> <p>Denise Hamilton, Caltech, JPL to Expand Benefits to Same-Sex Partners, LA Times, Mar. 30, 1995.</p>	<p>Caltech is a community dedicated to scientific and engineering exploration and to academic excellence. At the heart of our mission are unwavering commitments to honor, integrity, equity, and diversity. Together these values help create and sustain a community where all are committed to the goals of academic and personal achievement.</p> <p>California Institute of Technology, Diversity, http://diversity.caltech.edu/</p>



Rank: 45
Policies: SO, GI, DPB
Company Name:
 International Business
 Machines Corp.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>Ted Childs, Vice President, Global Workforce Diversity, IBM, "...In our workplace, we are creating an environment that allows employees to operate in the marketplace and the workplace where they can personally influence client success, foster innovation, as well as exhibit trust and personal responsibility in achieving IBM's business goals. Our partnership with HRC has helped us to ensure that people who are gay, lesbian, bisexual or transgender feel safe, welcomed and valued within the global walls of our business. Our goal is to assemble the most talented workforce in our industry, and to use the skills of that diverse team to respond to the needs of our clients. The contributions that are made by GLBT IBMers accrue directly to our bottom line and ensure the success of our business."</p> <p>Human Rights Campaign, HRC Corporate Equality Index: 2005 Corporate Statements, available at http://www.hrc.org/issues/4776.htm</p> <p>Charles Lickel, general manager of IBM's Silicon Valley Lab in San Jose, says just tolerating gays and lesbians isn't enough. Real diversity requires building a work environment where differences are discussed openly in a positive light and embraced by leadership, he says. "We're an environment where the demand for technical skills is more and more and the shortage of those skills is greater and greater," says Lickel, who is gay. "You need to build that environment or you can't draw from the entire pool, and we will fail as a business if we don't."</p> <p>Kathleen Melymuka, Dabbling at Diversity, Computerworld, December 11, 2000.</p>	<p>A decision to extend equal benefits to domestic partners in 1996, IBM executives said, was "based largely on business strategy." "We're really doing this from a business point of view," said Jill Kanin-Lovers, IBM Vice President of Human Resources. "We want to be in a position to attract and retain a broad spectrum of employees."</p> <p>Rajiv Chandrasekaran, IBM to Offer Benefits Plans to Gays' Partners, LA Times, Sept. 20, 1996.</p>	<p>IBM has a long history of commitment to Diversity and has consistently taken the lead on Diversity policies long before it was required by law. It began in the mid-20th century, grounded in Equal Opportunity legislation and compliance (Diversity 1.0). We moved forward to Diversity 2.0 in the 1990s with a focus on eliminating barriers, and understanding regional constituencies and differences between the constituencies. As our demographics changed, we adapted our workplace to be more flexible and began our focus on work-life integration. In addition, over the past 5 years, we've introduced IBM's Values, which links to our diversity work.</p> <p>This strong foundation brings us to where we are today — Diversity 3.0. This is the point where we can take best advantage of our differences — for innovation. Our diversity is a competitive advantage and consciously building diverse teams helps us drive the best results for our clients.</p> <p>IBM, IBM Diversity 3.0, http://www-03.ibm.com/employment/us/diverse/</p>



<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>Diversity is integral to who we are at Booz Allen, and our inclusion on this list is further evidence of our commitment to value people from all backgrounds, across all cultures, and regardless of sexual orientation or gender. We recognize that diverse teams brainstorm the best solutions for all problems, and that our people can serve our clients best when they can be authentic in the workplace.</p> <p>CRSwire, Booz Allen Receives Perfect Score on 2011 Corporate Equality Index for Second Year in a Row, Oct. 6, 2010.</p>		<p>At Booz Allen, workplace diversity is more than recognizing differences. It's about embracing and accommodating the panoply of ideas, thoughts, perspectives, abilities, needs, styles, and cultural backgrounds our people bring to work every day.</p> <p>We believe that embracing diversity in the workplace contributes to more innovative ideas, which lead to better results for our clients.</p> <p>So we weave diversity practices into day-to-day workplace life across the firm. We provide training, mentoring, and career development resources to help staff reach their goals. We apply the insights derived from our employee-led diversity forums to respond to the changing needs of our staff and our client community. And we annually assess leadership and staff on their workplace diversity and inclusion practices, one of the firm's core values.</p> <p>Booz Allen Hamilton, Workplace Diversity, http://www.boozallen.com/about/diversity-inclusion/workplace-diversity</p>
<p>University of Tennessee: In July 2007, Provost Robert Holub released a statement on his Web site condemning the omission [of sexual orientation from the school's non-discrimination policy]. He said sexual orientation's lack of inclusion in the policy harms the university. "We fool ourselves if we believe that the absence of a direct statement regarding discrimination against gays and lesbians does not harm our institution," Holub said. "We are probably hurt not only by gay and lesbian candidates preferring to go elsewhere, but by heterosexuals who are as horrified as I am that we will not pledge to treat gay and lesbian applicants without prejudice." One month after Holub's statement sexual orientation was added to the policy.</p> <p>Yasmine Alotaibi, Sexual Orientation Added to Hiring Policy, Oct. 1, 2007, available at http://utdailybeacon.com/news/2007/oct/1/sexual-orientation-added-to-hiring-policy/</p>		<p>Battelle: The Diversity Business Case is compelling and clearly expresses the rationale for diversity at Battelle:</p> <p>Better attraction, recruitment, and retention across various diversity dimensions. Increased competition in the industry for science and engineering talent. Improved understanding of markets will lead to enhanced customer service and loyalty. A diverse workforce increases creativity and innovation. Successful expansion into global markets. Adhere to the provisions of the Will of Gordon Battelle through social responsibility. It's the right thing to do!</p> <p>Battelle, Vision, http://www.battelle.org/diversity/vision.aspx</p>

Booz | Allen | Hamilton

Rank: 46
Policies: SO, GI, DPB
Company Name: Booz Allen Hamilton Holding



Rank: 47
Policies: UNK
Company Name: Evergreen International Airlines

UT-Battelle



Rank: 48
Policies: SO (Battelle); SO, GI (U. of Tenn.)
Company Name: UT-Battelle, a joint effort of the University of Tennessee and Battelle Memorial Institute






Rank: 49
Policies: SO, GI, DPB
Company Name: Lockheed Martin



Rank: 50
Policies: SO, GI, DPB
Company Name: FedEx Corp.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>Lockheed Martin is committed to providing the most supportive and inclusive environment for all employees. Ensuring a positive, respectful workplace and robust set of benefits for everyone is critical to retaining employees and helping them develop to their fullest potential. Our efforts to provide the best environment possible for all employees support the corporation's business objectives and the professional aspirations of employees as we support our nation and its allies.</p> <p>Human Rights Campaign, HRC Corporate Equality Index (2009), available at https://222.hrc.org/issues/workplace/11139.htm</p>	<p>In 2003, Megan Meriman, a Lockheed Martin spokesperson said of extending domestic partner benefits: "We felt this was a good business decision that will contribute to our success in the future. We want to attract and retain talented employees."</p> <p>Ezra Fieser, Lockheed Martin Improves Corporate Policies Regarding Gay, Lesbian Employees, The Daily Record, Aug. 25, 2003.</p> <p>Lockheed Martin is committed to providing the most supportive and inclusive environment for all employees. Ensuring a positive, respectful workplace and robust set of benefits for everyone is critical to retaining employees and helping them develop to their fullest potential. Our efforts to provide the best environment possible for all employees support the corporation's business objectives and the professional aspirations of employees as we support our nation and its allies.</p> <p>Human Rights Campaign, HRC Corporate Equality Index (2009), available at https://222.hrc.org/issues/workplace/11139.htm</p>	<p>We are committed to creating one company, one team, all-inclusive, where diversity contributes to the Lockheed Martin vision. Diversity at Lockheed Martin is an inclusive team that values and leverages each person's individuality.</p> <p>It's about living our values of doing what's right, respecting others and performing with excellence. We recognize that our success depends on the talent, skills and expertise of our people and our ability to function as an integrated team.</p> <p>Lockheed Martin, Commitment to Inclusion and Respect, http://www.lockheedmartin.com/aboutus/diversity/diversity.html</p>
<p>"FedEx has always had a strong policy regarding discrimination, and we felt the language was inclusive," said spokesperson Sandra Munoz. "But we were asked by some shareholders to be more specific."</p> <p>Bianca Phillips, FedEx Adds Gender Identity to Non-Discrimination Policy, MiamiFlyer, July 13, 2009, available at http://www.memphisflyer.com/MemphisGaydar/archives/2009/07/13/fedex-adds-gender-identity-to-non-discrimination-policy</p>	<p>Internal pressure from LGBT and allied employees has prompted the Memphis, Tenn.-based shipping giant to expand its company-wide health-benefits package to include same-sex couples now that the package is up for annual review. "Several of our employees have been asking for the benefit and, because we knew the economy has improved, we're able to expand our benefits," said Munoz (company spokesperson)</p> <p>All FedEx Employees Finally Get Domestic Partner Benefits, DiversityInc., May 18, 2010, available at http://www.diversityinc.com/article/7653/All-FedEx-Employees-Finally-Get-DomesticPartner-Benefits/</p>	<p>From the very beginning, FedEx has operated on the philosophy of putting people first. We've grown to become an industry-leading Fortune 100 company with a truly global presence by understanding the unique needs of those we serve, and by meeting those needs while exceeding expectations.</p> <p>The secret of our success is the 275,000 FedEx employees and contractors who reflect the diverse world we serve. Here, talented people from all walks of life, with an amazing variety of skills and perspectives unite with a common purpose – exceptional customer service.</p> <p>Ours is a uniquely inclusive environment – a place where differences are celebrated as strengths, and the concept of diversity is woven throughout our entire organization – from top to bottom.</p> <p>At FedEx, we believe in the power of people. We embrace diversity as essential to our continued success in today's ever-changing global marketplace. And we value its role in helping us deliver on our promise of exceptional service for our customers, and exceptional opportunities for our employees.</p> <p>FedEx, Diversity at FedEx, http://fedex.hodesiq.com/careers/diversity.aspx?User_ID</p>

Corporate Statements, Top 50 Fortune 500 Companies, 2010

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
 <p>Rank: 1 Policies*: SO Company Name: Wal-Mart Stores Inc.</p> <p>"Our continued growth requires us to be one of the more desirable employers around, so we're clearly stating our acceptance for all of our associates," Tom Williams [company spokesman] said. "Otherwise, we could lose many talented employees, and we don't want that."</p> <p>Williams said company officials listened to employees and groups advocating the inclusion of gays and lesbians in anti-discrimination policies. The policy change "unfolded by itself," and last week's U.S. Supreme Court decision striking down anti-sodomy laws was not a factor in the decision, he said. "We want all of our associates to feel treated with respect and valued, with no exceptions at all," Williams said.</p> <p>Wal-Mart Extends Anti-Discrimination Policy to Include Gay and Lesbian Employees, Progressive Grocer, July 2, 2003, available at http://www.allbusiness.com/retail-trade/food-stores/4255216-1.html</p>		<p>At Walmart, we believe that business wins when everyone matters, and that the true strength of diversity is unleashed when each associate is encouraged to reach their full potential. Diversity then becomes the foundation for an inclusive, sustainable business that embraces and respects differences, develops our associates, serves our customers, partners with our communities, and builds upon an inclusive supplier base. We make diversity part of our business plan, ensuring we can continue to be a global leader in all aspects of Diversity and Inclusion.</p> <p>Diversity and Inclusion — It's part of our success. Our commitment to Diversity and Inclusion helps us serve our customers better. And, it helps us provide a positive work environment for our associates — 2.1 million worldwide.</p> <p>Wal-Mart, Diversity, http://walmartstores.com/diversity/</p>
 <p>Rank: 2 Policies: None Company Name: Exxon Mobil Corp.</p>		
 <p>Rank: 3 Policies: SO, GI, DPB Company Name: Chevron Corp.</p> <p>Joe Laymon, vice president of Human Resources, Chevron, "Chevron Corporation is proud to receive the Human Rights Campaign Corporate Equality Index award with a 'perfect score' for the fifth consecutive year. Two important components of this award -- diversity and inclusion -- are integral attributes of Chevron's core company values. These are attributes we honor on a daily basis as part of 'The Chevron Way.' We are extremely proud to accept this distinction in recognition of Chevron's diversity and inclusion efforts, and the outstanding contributions our GLBT employees and the Chevron Pride Employee Network have made to the company."</p> <p>Human Rights Campaign, HRC Corporate Equality Index (2010), available at http://www.hrc.org/documents/HRC_Corporate_Equality_Index_2010.pdf</p>	<p>Chevron, which is based in San Francisco, follows a number of other companies that have offered similar programs since the city passed an ordinance in 1996 requiring companies doing business with the city to offer equal benefits to employees' partners.</p> <p>Chevron Plans to Offer Domestic Partner Benefits, New York Times, May 2, 1997.</p>	<p>We value a full spectrum of human experience - diversity of thought, education, national origin, gender, skills and experience. It's not just the right thing to do, it's good business practice and an important competitive advantage.</p> <p>Chevron, Diversity & Inclusion, http://careers.chevron.com/values_and_culture/diversity.aspx</p>

* SO = sexual orientation non-discrimination policy; GI = gender identity non-discrimination policy; DPB = offers domestic partner benefits; UNK = unknown



Rank: 4
Policies: SO, DPB
Company Name: General Electric Co.




Rank: 5
Policies: SO, GI, DPB
Company Name: Bank of America Corp.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
	<p>At a companywide meeting in March, Mr. Immelt [Chairman and Chief Executive of General Electric], who succeeded Mr. Welch nearly two years ago and is 20 years younger than Mr. Welch, made it clear he supported such benefits. "It's very important for us to have an inclusive culture where everyone feels comfortable that they can get any job when they walk through the door and people can prosper in this company," he told employees. "That's been true about gender and about race and it's going to be true in the future about gay and lesbian rights."</p> <p>Matt Murray, Wal-Mart Shift Shows Job Sites Welcome Gays, The Wall Street Journal, July 7, 2003.</p>	<p>Having an environment in which fair employment practices are implemented and executed helps GE compete for and attract a high quality and increasingly diverse workforce. The company will continue to make good faith efforts to recruit and retain diversified pools of applicants and employees.</p> <p>Diversity initiatives complement GE's fair employment obligations and are aimed at bringing about a greater recognition of the value and enhanced competitiveness of a workforce that includes people from many different cultural backgrounds. This also involves implementing management processes that develop and maintain a workplace in which all employees can contribute to their full potential.</p> <p>General Electric, Fair Employment Practices Policy, Oct. 2000, http://www.ge.com/files_citizenship/pdf/ge_fair_employment.pdf</p>
<p>The Bank of America is particularly focused on diversity in the workforce, with its global diversity and inclusion executive saying it has also been instrumental in improving such matters across the US in the last decade.</p> <p>Speaking to HR Magazine, Geri Thomas [Diversity and Inclusion Executive] explained that, to the financial institution, inclusion is key to furthering this aim and means respecting and valuing nationalities, cultures, sexual orientation, religions, economic and social backgrounds, and disabilities.</p> <p>To this end, the company has a dedicated diversity recruiting group which, Ms Thomas observed, works to find "top diverse talent for management and executive positions".</p> <p>"Encouraging a diverse, inclusive workplace gives you the business advantage of understanding and meeting the needs of diverse customers, clients and shareholders," she went on to say.</p> <p>Diversity 'Important' at Bank of America, Human Resources Intl., http://www.hri.com/about-hri/news-and-events/diversity-important-at-bank-of-america.html</p>		<p>Above all, we are about people. A philosophy of inclusion drives our organization every day and helps us win in a diverse, global marketplace.</p> <p>Bank of America, Diversity & Inclusion, http://careers.bankofamerica.com/learnmore/diversity.asp</p>



Rank: 6
 Policies: SO, DPB
 Company Name: ConocoPhillips Inc.

Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People	Domestic Partner Benefits Statements	General Diversity & Benefits Statements
<p>"ConocoPhillips is and always has been deeply committed to fair and nondiscriminatory treatment for all employees," ConocoPhillips' management committee said in a statement.</p> <p>"The management committee has amended (effective immediately) the company's EEO policy to include the term 'sexual orientation' to more accurately reflect this commitment."</p> <p>Conoco Amends Staff Policy, International Oil Daily, Feb. 13, 2003.</p>		<p>At the heart of diversity and inclusion is respect for people of all backgrounds.</p> <p>Diversity and inclusion at ConocoPhillips work hand-in-hand to ensure that our commitment to values, performance and excellence are sustained. Diversity is about running the business better by creating a workforce that encompasses a wide variety of cultural experiences, backgrounds and ways of thinking. Inclusion supports diversity by ensuring that an environment exists where every individual's contributions and differences are respected and valued. A diverse and inclusive environment challenges our way of thinking by bringing together a variety of talents, backgrounds and experiences, and serves as a catalyst for new ideas and innovation.</p> <p>At ConocoPhillips, discovering and developing the best ways to make our differences work - for the good of our enterprise, our employees, our vendors and our communities - is an ongoing process.</p> <p>ConocoPhillips, What Diversity Means to ConocoPhillips, http://www.conocophillips.com/EN/susdev/policies/diversity_position/whatitmeans/Pages/index.aspx</p>
 <p>"ATT decided to place "sexual preference or orientation" in its Equal Opportunity Statement because of its long-standing policy against non-discrimination in the workplace, said company spokeswoman Cindy Neale.</p> <p>ATT Directors Recommendation against Shareholder Proposal, available at http://google.brand.edgar-online.com/EFX_dll/EDGARpro.dll?FetchFilingHtmlSection1?SectionID=2257083-54344-57340&SessionID=ae4HHWfPE63d0P7</p>		<p>After all, diversity has a real power. It's an investment in our present and in our future. That's why we celebrate and respect the rich culture and differences of our employees, customers, business partners, and communities in which we do business.</p> <p>ATT, Diversity, http://att.jobs/diversity.aspx</p>

Rank: 7
 Policies: SO, GI, DPB
 Company Name: AT&T Inc.



Rank: 8
 Policies: SO, GI, DPB
 Company Name: Ford Motor Co.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>As Ford Motor Company celebrates its Centennial, the company also marks its historical commitment to diversity and the role diversity will play in its future.</p> <p>Today, Ford continues to attract a highly skilled committed workforce that reflects a broad spectrum of culture, ethnicity, race, perspective, age, religion, physical ability and sexual orientation.</p> <p>“Diversity is one of our founding principles, an important part of our business strategy today and key to our future success,” said Rosalind Cox, manager, Diversity and Worklife Planning. “In the end, our company is more successful and all our employees benefit.”</p> <p>Ford, Ford Centennial Marks History of Diversity, http://media.ford.com/print_doc.cfm?article_id=15657</p>	<p>Ford employee resource group (GLOBE) interview with Tom Murphy, Vice President of Human Resources at Ford: "Murphy: A number of our employees, as well as the Gay Lesbian Or Bisexual Employees group (GLOBE), have asked us to consider offering this benefit. Also, this issue was raised during the negotiations in 1999 with the UAW. We, along with DaimlerChrysler and General Motors, signed a memorandum of understanding that we would work toward offering this benefit. Finally, as we look at the marketplace for talent today, we see how many other Fortune 500 companies have offered the benefit. We believe it is the right time to offer this benefit to our employees who have same-sex partners.</p> <p>Murphy: This action is supportive of our diversity effort. It provides fairness to a group of employees who are part of the diverse makeup of Ford Motor Company. I think it's a demonstration of our commitment to diversity to our employees and potential employees of Ford Motor Company."</p> <p>Ford, Three Automakers Agree with UAW to Offer Health Care Coverage to Same-Sex Partners of U.S. Employees, June 8, 2000, available at http://fordglobe.org/2000/06/08fcn/big3uaw_dbp.html; Ford to Offer Same-Sex Domestic Partner Benefits, 2000, available at http://fordglobe.org/2000/06/08fcn/ford_dbp.html</p>	<p>Our diversity makes us a better company, a stronger company, by bringing in fresh ideas, perspectives, experiences and life responsibilities, and by fostering a truly collaborative workplace.</p> <p>Ford, Diversity in the Workplace, http://corporate.ford.com/careers/north-american-careers/diversity/diversity-in-workplace/ford-diversity-445p</p>



Rank: 9
 Policies: SO, GI, DPB
 Company Name: J.P. Morgan Chase & Co.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>Gender, race, sexual orientation, age and physical ability are some of the differences that make people - employees and clients - unique. Having diverse points of view enables us to understand and serve our clients better. As a global organisation serving a diverse client base, building and sustaining an inclusive workforce makes economic sense.</p> <p>At J.P. Morgan we see diversity as a competitive advantage, as we believe that encouraging a working environment that promotes creativity, leadership and exceptional performance results in better performance in the businesses we operate. We can only win by creating and encouraging a culture of inclusion where everyone's opinion counts and all employees have the freedom to deliver their absolute best. This is why we work hard and invest in attracting and retaining a diverse workforce.</p> <p>J.P. Morgan, Diversity, http://careers.jpmorgan.com/student/jpmorgan/career/europe/diversity</p>	<p>"We feel that benefits ought to be equally accessible by all of our employees," says Sandy VanGilder, senior vice president and head of diversity for JP Morgan Chase & Co. "We have a strong commitment to diversity, to inclusion, to meritocracy. Ours is a service business, so it's all about the quality of the people we hire. In order to attract and retain the best talent, we have to create the most equitable environment we can." (JP Morgan was the first Wall Street Firm to provide domestic partner benefits).</p> <p>Jill Elswick, Employer Coalition Seeks Benefits, Tax Equity for Domestic Partners, Employee Benefits News, Jan. 1, 2006.</p>	<p>At J.P. Morgan, we are committed to creating an inclusive organization where everyone can succeed based on merit. We understand that with diversity comes strength. We aim to hire and develop a diverse group of talented men and women who find ways to solve our clients' problems using ideas that reflect the best of their different points of view.</p> <p>This goal was set by our senior management and is fostered by all levels of employees. Jamie Dimon, our Chairman and CEO, leads the Corporate Diversity Council, a group of senior leaders from across the company who set the vision and strategy for diversity at the firm.</p> <p>All employees are encouraged to participate in the promotion of inclusiveness. Over 20,000 of our colleagues belong to more than 70 Employee Networking Groups within the firm. These groups, initiated by and for our employees, in locations across the globe, are made up of colleagues who share a common cultural heritage, race, gender, age or interest. They provide members with a forum to communicate and exchange ideas, to develop a more extensive network of relationships across the firm, to access volunteer opportunities in the community, and to benefit from career development and mentoring support.</p> <p>We recruit people with unique experiences and diverse backgrounds because we believe that is a fundamental part of strengthening our global business capabilities. We understand that different perspectives bring strength and creativity to our work and lead to the best solutions for our clients. The firm sponsors internship opportunities and scholarships to students of diverse backgrounds and participates in a wide variety of career events that attract diverse candidates.</p> <p>J.P. Morgan, Diversity, http://careers.jpmorgan.com/student/jpmorgan/careers/europe/diversity</p>



Rank: 10
Policies: SO, GI, DPB
Company Name: Hewlett-Packard Co.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>Marcela Perez de Alonso, Executive Vice President, Human Resources, "Hewlett-Packard Company is pleased to have once again received the Human Rights Campaign 100% rating on the Corporate Equality Index. The rating is a visible and welcome acknowledgment of the work many HP employees are doing every day to make our company innovative and competitive. HP is strongly committed to attracting, developing, promoting and retaining a diverse workforce to better serve our increasingly diverse customers, as well as providing an inclusive, flexible work environment that values differences, motivates employees to contribute their best, and is an open and safe place to work. We look forward to our continued partnership with the HRC on workplace and public policy issues."</p> <p>Human Rights Campaign, HRC Corporate Equality Index: 2005 Corporate Statements (2005), available at http://www.hrc.org/issues/4776.htm</p>	<p>"The extension of benefits to domestic partners continues HP's ongoing efforts to create an inclusive environment," said Lewis Platt, chairman and CEO. "We're also enhancing our competitiveness as a great place to work so we can attract and retain top talent."</p> <p>Hewlett-Packard Co.-Domestic Partner Benefits Program, available at https://www.schaap.hrc.org/documents/Sample-Policies-Hewlett-Packard.pdf</p>	<p>As HP has grown and expanded throughout the world, its work force has become more diverse. HP believes that this diverse work force helps the company realize its full potential. Recognizing and developing the talents of each individual brings new ideas to HP. The company benefits from the creativity and innovation that results when HP people who have different experiences, perspectives and cultures work together. This is what drives invention and high performance at HP. We believe a well managed, diverse work force expands HP's base of knowledge, skills and cross-cultural understanding, which in turn, enables us to understand, relate and respond to our diverse and changing customers throughout the world, connecting them to the power of technology. Our overall commitment is reflected in our diversity and inclusion philosophy.</p> <p>Hewlett-Packard, HP Non-Discrimination Policy, http://www.hp.com/hpinfo/abouthp/diversity/nondisc.html</p>
<p>Rank: 11 Policies: SO Company Name: Berkshire Hathaway Inc.</p>		
<p>Of adding gender identity to the company's non-discrimination policy, Citigroup director of workforce diversity, Ana Duarte said, "It's another facet of things we recognized. Some people may feel it's already part of our [equal employment] policy. But it makes the dialogue richer. It builds inclusion."</p> <p>And of its perfect score on the HRC Corporate Equality index, McCarthy said, "It's something we felt would help reaffirm ourselves as an employer choice."</p> <p>Amy Joyce, Companies Add Gender Identity to Anti-Bias Policies, The Washington Post, Nov. 3, 2004.</p>	<p>In a memo notifying employees that Citigroup would extend benefits to domestic partners, Citigroup said, "Our competitive goal of becoming the employer of choice in the financial services industry requires that we continually evaluate the range of benefits."</p> <p>Daily Briefing, The Atlanta Journal and Constitution, Feb. 9, 2000</p>	<p>At Citi, we recognize diversity as one of our competitive advantages. In a global marketplace, it is imperative that an organization provide a wide range of ideas and solutions to its clients. A diverse workforce understands clients better and is more creative and innovative on their behalf. In turn, this can mean greater market share and greater returns for our shareholders. To seize this competitive advantage we must foster a workforce with different backgrounds, perspectives and ideas, and provide employees with a wide range of experiences and skills to develop to their full potential.</p> <p>Citigroup, Diversity, http://www.citigroup.com/citi/citizen/diversity/</p>

BERKSHIRE HATHAWAY

Rank: 11
Policies: SO
Company Name: Berkshire Hathaway Inc.



Rank: 12
Policies: SO, GI, DPB
Company Name: Citigroup Inc.



Rank: 13
Policies: SO, DPB
Company Name: Verizon Communications Inc.



Rank: 14
Policies: SO, GI, DPB
Company Name: Computer Sciences Corp.

Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People	Domestic Partner Benefits Statements	General Diversity & Benefits Statements
	<p>A leader in the emerging market of broadband services, Verizon provides compensation and benefits, including same-sex domestic partner benefits, to attract and retain the best and brightest work force.</p> <p>Verizon Honored for Commitment to Diversity and Workplace Equality: National Latino/a Lesbian, Gay, Bisexual, and Transgender Organization Presents Company with First Primo Visionario Award, News Release, Apr. 25, 2004, http://newscenter.verizon.com/press-releases/verizon/2004/page-29712688.html</p>	<p>Celebrating our differences and embracing our distinctive backgrounds is just a couple of the reasons why Verizon consistently leads the way. We truly understand that revolutionizing the method we do business and exceeding our customers' expectations necessitates a diverse team comprised of the best talents and viewpoints that bring about unique and unmatched solutions. We're proud of our employees and it's no wonder we've topped Diversity Inc's "Top 50 Companies for Diversity" and have been recognized by Hispanic Business Magazine, Working Mother, Black Enterprise and Business Week just to name a few.</p> <p>Verizon, Diversity, http://www22.verizon.com/jobs/working+here/diversity/diversity.htm</p> <p>Verizon's focus on diversity starts with Verizon CEO Ivan Seidenberg and other senior executives who emphasize to employees that diversity is an integral part of Verizon's business, influencing everything from work force development and supplier relationships to economic development and philanthropy.</p> <p>Verizon Named One of Top Four Companies for Diversity in Magazine Survey: DiversityInc. Ranks Company Among Best for Third Year in a Row, Verizon: News Release, Apr. 20, 2005, http://newscenter.verizon.com/press-releases/verizon/2004/page-29712688.html</p>
		<p>Diversity and Inclusion is good for business: it allows us to reflect and respond to a diverse customer base; keep pace with changing demographics; improve productivity, creativity and quality; improve teamwork and decision making; demonstrate our corporate citizenship; and support our government contracts.</p> <p>McKesson, Diversity and Inclusion, http://www.mckesson.com/en_us/McKesson.com/About%2BUs/Corporate%2BCitizenship/Diversity%2Band%2BInclusion.html</p>



Rank: 15
Policies: SO, GI, DPB
Company Name: General Motors Corp.

Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People	Domestic Partner Benefits Statements	General Diversity & Benefits Statements
<p>Rod Gillum, vice president for corporate responsibility and diversity, General Motors Corp. "General Motors is proud to be a part of this ever-growing group of businesses that recognize that non-discrimination policies and practices help attract and retain talented employees. The perfect HRC Corporate Equality Index score is also our way of showing GLBT customers that we support the community and appreciate their business."</p> <p>Human Rights Campaign, HRC Corporate Equality Index: 2008 Employer Statements (2008), available at http://www.hrc.org/issues/7580.htm</p> <p>Employee Diversity: General Motors reflects the world in its multicultural workforce who are a critical link between the workplace and the marketplace. Moreover, employees' talents and diverse perspectives help GM drive innovation, understand the global marketplace, develop better products and deliver better services.</p> <p>GM is committed to creating a diverse and inclusive workplace. In addition to GM's commitment to comply with state and federal laws protecting individual civil rights, the company has a widely distributed written policy on equal employment opportunity and harassment. Harassment based on age, race, color, sex, religion, national origin, disability, sexual orientation or gender identity/expression is a violation of this policy. Harassment should be understood to mean a single incident or a pattern of behavior where the purpose, or the effect, is to create a hostile, offensive, or intimidating workplace environment.</p> <p>General Motors, Diversity Initiatives, http://www.gm.com/corporate/responsibility/diversity/employee_diversity.jsp</p>	<p>The "Big Three" automakers (Daimler AG, Ford and General Motors) were the first to offer same-sex benefits starting in 2001. They said that offering domestic partner benefits, including medical, dental and prescription coverage, is consistent with their commitment to promoting diversity in the workplace.</p> <p>Insure.com, Health Insurance Benefits for Domestic Partners, July 14, 2010.</p> <p>General Motors' Director of Diversity Initiatives, Lorna Utley said of extending domestic partnership benefits, "For us, it's a big change...The family has changed, and we need to adjust to that. Our goal is to improve the work environment for everyone."</p> <p>HireCentrix.com, Gay Recruiting- LGBT Staffing Critical to Diversity, http://www.hirecentrix.com/gay-recruiting-lgbt-staffing-critical-to-a-diversity-strategy.html#</p>	<p>General Motors reflects the world in its multicultural workforce who are a critical link between the workplace and the marketplace. Moreover, employees' talents and diverse perspectives help GM drive innovation, understand the global marketplace, develop better products and deliver better services.</p> <p>GM is committed to creating a diverse and inclusive workplace. In addition to GM's commitment to comply with state and federal laws protecting individual civil rights, the company has a widely distributed written policy on equal employment opportunity and harassment. Harassment based on age, race, color, sex, religion, national origin, disability, sexual orientation or gender identity/expression is a violation of this policy. Harassment should be understood to mean a single incident or a pattern of behavior where the purpose, or the effect, is to create a hostile, offensive, or intimidating workplace environment.</p> <p>General Motors, Diversity Initiatives, http://www.gm.com/corporate/responsibility/diversity/employee_diversity.jsp</p>



Rank: 16
Policies: SO, GI, DPB
Company Name: American International Group

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
		<p>Excerpts from an interview for "Business Insurance" with Terri D. Austin, Chief Diversity Officer, AIG: "It's crucial. Without diversity, we don't have innovation.... You look at companies who have people from different backgrounds and you come up with different solutions. Whether you are increasing diversity of your employees, your products or your services or your clients or your suppliers, making sure that you have new and creative ideas is what's important. There's a huge business case. Of course, and I know we all agree, diversity is the right thing to do, but there is a huge business case for diversity at the corporation."</p> <p>"You can convince them it's worth their while with statistics like Catalyst showed that show when you have more women on your board of directors, you outperform other companies. Then it's not so hard to sell diversity because you have this innovation, this diversity of thought and your companies do better. When you have factual data to prove that companies that are diverse are outperforming financially companies whose boards at any rate are not as diverse, it's a little easier to convince people at any level."</p> <p>Diversity efforts blend social goals with corporate needs: Multifaceted approaches at AIG, AON and Chubb seek talent and innovation to reach new and existing customers, Business Insurance, Feb. 25, 2008, http://www.businessinsurance.com/article/99999999/PAGES/907</p>
<p>Cardinal Health is committed to a workforce that is free of discrimination. We are inclusive and work together with confidence and trust, respecting differences in culture, ethnicity, gender, sexual orientation, gender identity/expression, race and ability. We are committed to equal opportunity.</p> <p>At Cardinal Health we recognize and appreciate the collective mixtures of our differences and similarities. We value and seek out these differences as a strength in order to maximize our competitive advantage through innovation, profit and adaptability.</p> <p>Cardinal Health, Diversity & Inclusion, http://www.cardinal.com/mps/public!/ut/p/c0/04_SB8K8xLLM9MSSzPy8xBz9CP0os3giA3cDAwtfZ18fV2NTA09HL_dAYz8TQ4NQm_2CbEdFADfU32U!/?WCM_PORTLET=PC_7_20G008MCMLE350IAJGQ3N41014_WCM&WCM_GLOBAL_CONTEXT=/mps/wcm/connect/us/en/AboutUs/Diversity/</p>		<p>Cardinal Health is committed to a workforce that is free of discrimination. We are inclusive and work together with confidence and trust, respecting differences in culture, ethnicity, gender, sexual orientation, gender identity/expression, race and ability. We are committed to equal opportunity.</p> <p>At Cardinal Health we recognize and appreciate the collective mixtures of our differences and similarities. We value and seek out these differences as a strength in order to maximize our competitive advantage through innovation, profit and adaptability.</p> <p>Cardinal Health, Diversity & Inclusion, http://www.cardinal.com/mps/public!/ut/p/c0/04_SB8K8xLLM9MSSzPy8xBz9CP0os3giA3cDAwtfZ18fV2NTA09HL_dAYz8TQ4NQm_2CbEdFADfU32U!/?WCM_PORTLET=PC_7_20G008MCMLE350IAJGQ3N41014_WCM&WCM_GLOBAL_CONTEXT=/mps/wcm/connect/us/en/AboutUs/Diversity/</p>



Rank: 17
Policies: SO, GI, DPB
Company Name: Cardinal Health Inc.



Rank: 18
 Policies: SO, DPB
 Company Name: CVS Caremark Corp.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>Why Diversity? Because diversity makes good business sense and good common sense. Our industry today is rapidly changing and increasingly complex. In this environment, having a broad range of ideas and viewpoints through a diverse workforce increases our chances of success with the customer. Diversity is consistent with our values of respect and openness, and we believe it is the right thing to do.</p> <p>How Diversity? By considering all the diverse talents and traits that our current and potential colleagues bring to our business and how those traits, combined with outstanding performance, can help make CVS Caremark the easiest pharmacy services provider for customers to use. Whether it's a difference of age, gender, family status, race, ethnicity, religion, disability, sexual orientation, appearance, thought, or mannerisms, we recognize the importance of these differences in making us a better company and meeting the needs of the diverse customers we serve.</p> <p>CVS Caremark, Diversity, http://www.cvscaremark.com/our-company/our-culture/diversity</p>		<p>Why Diversity? Because diversity makes good business sense and good common sense. Our industry today is rapidly changing and increasingly complex. In this environment, having a broad range of ideas and viewpoints through a diverse workforce increases our chances of success with the customer. Diversity is consistent with our values of respect and openness, and we believe it is the right thing to do.</p> <p>How Diversity? By considering all the diverse talents and traits that our current and potential colleagues bring to our business and how those traits, combined with outstanding performance, can help make CVS Caremark the easiest pharmacy services provider for customers to use. Whether it's a difference of age, gender, family status, race, ethnicity, religion, disability, sexual orientation, appearance, thought, or mannerisms, we recognize the importance of these differences in making us a better company and meeting the needs of the diverse customers we serve.</p> <p>CVS Caremark, Diversity, http://www.cvscaremark.com/our-company/our-culture/diversity</p>





Rank: 19
 Policies: SO, GI, DPB
 Company Name: Wells Fargo & Company

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>Pat Crawford, head of Enterprise Diversity and Inclusion, "Wells Fargo is thrilled to receive a perfect rating on the Corporate Equality Index for the sixth year in a row. This outstanding recognition is a testament to our longstanding commitment to creating a diverse and inclusive environment for all our team members. We offer fair and equal policies for LGBT employees, provide great services and customized financial advice to our diverse customers, and our team members are actively involved in LGBT non-profit organizations and community programs across the country. We're proud of our score and will continue to invest in all aspects of diversity for our team members and our customers."</p> <p>Human Rights Campaign, HRC Corporate Equality Index (2010), available at http://www.hrc.org/documents/HRC_Corporate_Equality_Index_2010.pdf</p>	<p>"We specifically want to be inclusive," said Paula Roe, Wells Fargo vice president of compensation and benefits. The decision to offer domestic partner benefits may have been influenced, in part, by a San Francisco ordinance that requires municipal contractors to offer such benefits, she said. Wells Fargo is based there.</p> <p>Julie Forster, Domestic Partner Benefits Solid, Saint Paul Pioneer, March 14, 2004.</p> <p>Wells Fargo Bank, on the other hand, does offer domestic partner benefits to its 150,000 employees nationwide. About 1,200 employees are enrolled in those benefits, said Kathy Rhyner, president of the Wells Fargo branch in Edgar.</p> <p>"We view domestic partner benefits as a much broader mission called diversity," Rhyner said. "We're a community bank, and we believe in our responsibility to serve every segment of our community."</p> <p>David Paulsen, State Struggles with Couples Debate, Wausau Daily Herald, Sept. 14, 2003.</p>	<p>John G. Stump, Chairman and CEO, By making diversity a competitive advantage, we can:</p> <ul style="list-style-type: none"> Make Wells Fargo a better place to work Better understand our diverse customers' needs Give customers and communities outstanding service Deliver more value to our stockholders <p>Wells Fargo, Importance of Diversity, https://www.wellsfargo.com/about/diversity/importance/</p>



Rank: 20
Policies: SO, GI, DPB
Company Name:
 International Business
 Machines Corp.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>Ted Childs, "...In our workplace, we are creating an environment that allows employees to operate in the marketplace and the workplace where they can personally influence client success, foster innovation, as well as exhibit trust and personal responsibility in achieving IBM's business goals. Our partnership with HRC has helped us to ensure that people who are gay, lesbian, bisexual or transgender feel safe, welcomed and valued within the global walls of our business. Our goal is to assemble the most talented workforce in our industry, and to use the skills of that diverse team to respond to the needs of our clients. The contributions that are made by GLBT IBMers accrue directly to our bottom line and ensure the success of our business."</p> <p>Human Rights Campaign, HRC Corporate Equality Index: 2005 Corporate Statements, available at http://www.hrc.org/issues/4776.htm</p> <p>Charles Lickel, general manager of IBM's Silicon Valley Lab in San Jose, says just tolerating gays and lesbians isn't enough. Real diversity requires building a work environment where differences are discussed openly in a positive light and embraced by leadership, he says. "We're an environment where the demand for technical skills is more and more and the shortage of those skills is greater and greater," says Lickel, who is gay. "You need to build that environment or you can't draw from the entire pool, and we will fail as a business if we don't."</p> <p>Kathleen Melymuka, Dabbling at Diversity, Computerworld, December 11, 2000.</p>	<p>A decision to extend equal benefits to domestic partners in 1996, IBM executives said, was "based largely on business strategy." "We're really doing this from a business point of view," said Jill Kanin-Lovers, IBM Vice President of Human Resources. "We want to be in a position to attract and retain a broad spectrum of employees."</p> <p>Rajiv Chandrasekaran, IBM to Offer Benefits Plans to Gays' Partners, LA Times, Sept. 20, 1996.</p>	<p>IBM has a long history of commitment to Diversity and has consistently taken the lead on Diversity policies long before it was required by law. It began in the mid-20th century, grounded in Equal Opportunity legislation and compliance (Diversity 1.0). We moved forward to Diversity 2.0 in the 1990s with a focus on eliminating barriers, and understanding regional constituencies and differences between the constituencies. As our demographics changed, we adapted our workplace to be more flexible and began our focus on work-life integration. In addition, over the past 5 years, we've introduced IBM's Values, which links to our diversity work.</p> <p>This strong foundation brings us to where we are today — Diversity 3.0. This is the point where we can take best advantage of our differences — for innovation. Our diversity is a competitive advantage and consciously building diverse teams helps us drive the best results for our clients.</p> <p>IBM, IBM Diversity 3.0, http://www-03.ibm.com/employment/us/diverse/</p>

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
 <p> Rank: 21 Policies: SO, GI, DPB Company Name: United Health Group Inc. </p>		<p>Diversity helps people live healthier lives. At United Health Group, we are committed to diversity and inclusion. By leveraging the depth of a diverse workforce, we can better meet the needs of the multicultural clients, communities, individuals and shareholders we serve. Our commitment to diversity and inclusion is actively integrated into our business responsibility – helping people live healthier lives.</p> <p>Diversity enhances the way we do business. We’re focused on integrating diversity into every level of our operations. Innovative products and programming are a direct by-product of hiring, retaining and developing the brightest and most diverse workforce. This focus keeps UnitedHealth Group at a competitive advantage and guarantees ultimate customer satisfaction.</p> <p>Diversity fosters a mutual respect in the workplace. Meeting the needs of our diverse stakeholders—from individuals we serve and health care providers, to business and advocacy partners—requires a diverse workforce. Throughout our history, we’ve held strongly to the importance of fostering an inclusive environment where every individual’s unique perspective, background and experiences are valued and recognized.</p> <p>United Health Group, Why Diversity, http://diversity.unitedhealthgroup.com/Why-Diversity.aspx</p>
 <p> Rank: 22 Policies: SO, GI, DPB Company Name: Procter & Gamble Co. </p>		<p>Diversity & Inclusion is a sustained competitive advantage for the continued growth of P&G. It is implicit in the company’s Purpose and Values and explicit in the company’s business strategy for success.</p> <p>It enables P&G to be the “employer of choice” that hires, engages, and retains the best talent from around the world, reflecting the markets and consumers we serve. It is at the core of being “in touch” so that we create brands and products to improve the lives of the world’s consumers now, and for generations to come. Through our focus on understanding each individual’s skills, passions, and our fundamental commonalities, we enable behaviors that lead to a culture of innovation.</p> <p>Procter & Gamble, Diversity & Inclusion: Fulfilling Our Potential, available at http://www.pg.com/en_US/company/purpose_people/diversity_inclusion.shtml</p>



Rank: 23
 Policies: SO, DPB
 Company Name: Kroger Co.

Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People	Domestic Partner Benefits Statements	General Diversity & Benefits Statements
		<p>We want our associates at all levels to reflect the diversity of the communities where we live and work. The company is committed to fostering an environment where diversity is appreciated as a source of strength and vitality.</p> <p>Kroger, Diversity, http://www.kroger.com/company_information/careers/Pages/diversity.aspx</p>
		<p>AmerisourceBergen is committed to promoting a diverse and inclusive environment where all associates, business partners and community members are valued, respected and appreciated for the unique perspectives and talents that collectively make our Company a leader in healthcare distribution services and solutions.</p> <p>We understand the strength of our business, services and solutions are a reflection of the diversity that exists within our organization. We strive to create a culture which values inclusion and accepts diversity in all of its complexity. We aim to leverage that diversity for the benefits of our associates, the Company and our business and community partners.</p> <p>AmerisourceBergen, Our Culture, http://www.amerisourcebergen.com/abc/Careers/Who_We_Are/Our_Culture/index.jsp</p>
		<p>Diversity in our employee base as well as our Supplier base is an important aspect of our business; by developing and maintaining partnerships with certified minority and women owned businesses, we are able to explore new ideas and maintain a fresh approach to our business, while positively affecting the economic development in the communities where we do business.</p> <p>Costco, Supplier Diversity, http://shop.costco.com/About/Supplier-Diversity.aspx</p>



Rank: 24
 Policies: SO, DPB
 Company Name: AmerisourceBergen Corp.




Rank: 25
 Policies: SO, GI, DPB
 Company Name: Costco Wholesale Corp.



Rank: 26
 Policies: SO, DPB
 Company Name: Valero Energy Corp.



Rank: 27
 Policies: SO, DPB
 Company Name: Archer Daniels Midland Co.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
		<p>ADM is committed to developing the talent and creativity of employees. We nourish the entrepreneurial spirit, provide opportunities for employees to grow careers and reward efforts. As a result, ADM is making its mark on the world.</p> <p>ADM's culture promotes inclusion in all roles, at all levels. Our definition of diversity is broad, encompassing not only diversity in race, gender, ethnicity, economic and educational backgrounds; but also in experiences, perspectives and interests. But while our definition of diversity is wide-ranging, our focus on inclusion is precise.</p> <p>...</p> <p>Our colleagues grow and advance with clear expectations, and are allocated resources for training, educational and career advancement.</p> <p>Having an inclusive culture lets ADM and our employees cultivate innovation. We believe innovation arises from open-mindedness, multiple perspectives and willingness to experiment. When we put together people whose working and thinking styles vary, and encourage people to value other opinions, experimentation will follow. The results of those experiments are innovative solutions to business challenges.</p> <p>Archer Daniel Midland, Diversity at ADM, http://www.adm.com/en-US/careers/diversity/Pages/default.aspx</p>
 <p>Rank: 28 Policies: SO, GI, DPB Company: Boeing Co.</p> <p>After adding gender identity to Boeing's non-discrimination policy in 2006, Global Diversity & Employee Rights team member, Connie Jack said, "That was a major celebration for us. Diversity is itself a core business strategy of the company. It is our intent to create an inclusive environment that provides for a fully engaged workforce."</p> <p>Todd Henneman, Companies that Embrace Equality, The Advocate, Oct. 10, 2006.</p>	<p>James B. Dagnon, Boeing's senior vice president for personnel, said the move [to offering Domestic Partner Benefits] was made for two reasons: "First to attract and retain talented employees, and second to walk the talk on diversity. Diversity, with a capital D, means acknowledging employees have different backgrounds, preferences and interests."</p> <p>Boeing Extends Health Benefits To Same-Sex Partners; Proposal Affects Only Nonunion Salaried Workers; Unmarried Heterosexuals Are Excluded, St. Louis Post-Dispatch, Oct. 24, 1999</p>	<p>Diversity and inclusion are part of Boeing's values at the highest level. Having diverse employees, business partners and community relationships is vital to creating advanced aerospace products and services for our diverse customers around the world.</p> <p>The company's commitment to diversity means providing a work environment for all employees that is welcoming, respectful and engaging, with opportunities for personal and professional development. This in turn increases productivity, quality, creativity and innovation.</p> <p>Boeing, Diversity, http://www.boeing.com/aboutus/diversity/</p>



Rank: 29
 Policies: SO, GI, DPB
 Company Names: Home Depot Inc.



Rank: 30
 Policies: SO, GI, DPB
 Company Name: Target Corp.

Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People	Domestic Partner Benefits Statements	General Diversity & Benefits Statements
	<p>Home Depot will begin offering health insurance to same-sex domestic partners beginning next year.</p> <p>"The company believes in creating and fostering an environment where associates feel included, respected and supported to perform at their full potential," Home Depot said in a prepared statement.</p> <p>Home Depot offers benefits to same-sex partners, NewsFax, Sept. 7, 2004</p>	<p>As the global leader in the home improvement industry, our ability to understand, embrace and operate in a multicultural world, where we serve a diverse array of customers, is critical to our success. In order to remain competitive, our workforce must mirror the diversity of the world we operate in.</p> <p>To serve our customers, we must know our customers. To know our customers, we must reflect our customers. The greater the diversity of our people, the greater our ability to serve our customers.</p> <p>Home Depot, Embracing Diversity, Creating Inclusion, https://careers.homedepot.com/cg/content.do?p=diversity</p>
<p>When we talk about diversity within Target, we define it as individuality. This individuality includes a wide spectrum of attributes such as personal style, age, race, gender, ethnicity, sexual orientation, language, physical ability, religion, family, citizenship status, socioeconomic circumstances, education and life experiences. To us, diversity is any attribute that makes an individual unique and does not interfere with effective job performance.</p> <p>Our ability to recruit and hire people from diverse backgrounds, thus creating a team with a rich variety of strengths, perspectives and lifestyles, is a key factor in our company performance. We know our guests better, and can give them a better shopping experience, when our team members reflect the diversity of our communities.</p> <p>Target, 2008 Corporate Responsibility Our Commitment to our Team, http://sites.target.com/site/en/company/page.jsp?contentId=WCMP04-034164</p>		<p>When we talk about diversity within Target, we define it as individuality. This individuality includes a wide spectrum of attributes such as personal style, age, race, gender, ethnicity, sexual orientation, language, physical ability, religion, family, citizenship status, socioeconomic circumstances, education and life experiences. To us, diversity is any attribute that makes an individual unique and does not interfere with effective job performance.</p> <p>Our ability to recruit and hire people from diverse backgrounds, thus creating a team with a rich variety of strengths, perspectives and lifestyles, is a key factor in our company performance. We know our guests better, and can give them a better shopping experience, when our team members reflect the diversity of our communities.</p> <p>Target, 2008 Corporate Responsibility Our Commitment to our Team, http://sites.target.com/site/en/company/page.jsp?contentId=WCMP04-034164</p>



Rank: 31
Policies: SO, GI, DPB
Company Name: WellPoint Inc.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>All five of Indiana's Fortune 500 companies have protection for lesbians and gays, including WellPoint, which also offers domestic partner benefits.</p> <p>"We firmly believe that our employee population should reflect the diverse customer base we serve," said James Kappel, a vice president in corporate media relations at WellPoint.</p> <p>Dana Knight, Firms rush to comply with gay-rights law The Indianapolis Star, Dec. 27, 2005.</p>		<p>At WellPoint we see diversity management as more than just a strategy, it's a fundamental part of how we do business. Focusing on diversity helps us to better understand and meet the health care needs of the unique communities we serve - while actually becoming part of their cultural fabric.</p> <p>WellPoint, Angela F. Braly, President & CEO, Diversity Welcome Statement, http://www.wellpointdiversity.com/index.asp</p> <p>We see diversity as a unique approach to solving business challenges, communicating with our various audiences and learning from our differences and similarities.</p> <p>From our Board of Directors, to our thousands of talented associates, diversity plays a vital role at every level of our organization. The result is a better understanding of the challenges we face, and a greater ability to create solutions that improve health care and quality of life.</p> <p>WellPoint, In the Workplace, http://www.wellpointdiversity.com/in-the-workplace.asp</p>



<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
		<p>Bringing diverse perspectives together makes us a better company. Our adaptability, change management and customer focus are critical to our success. Diverse ideas and perspectives impact all of the above. At the beginning of my career with Walgreens in Store Operations, I was fortunate to work with a manager who understood the need for a diverse work force and emphasized the need to have a variety of perspectives. As a result, this is a value I practice in my leadership.</p> <p>"My personal and professional experience has shown that tolerance, respect and simply listening to different perspectives helps everyone better understand different viewpoints and opinions. Often times this understanding allows us to see things in a different way, which generates ideas and a better way of doing things."</p> <p>Kermit Crawford, Walgreens Executive Vice President, Pharmacy, http://www.walgreens.com/topic/sr/diverse_perspective.jsp</p> <p>"Diversity is important for our business to grow and to continue to be successful. A company with people who think, look and act the same won't work in today's marketplace.</p> <p>"In today's market environment, diversity in leadership is key to business success and critical to attracting and retaining new customers and employees. This is certainly part of our overall business plan. Our Company's culture of treating everyone with respect and fairness, coupled with our commitment to organic growth goes a long way toward affording everyone an opportunity to grow.</p> <p>Roberto Valencia, Walgreens Vice President Commercialization, http://www.walgreens.com/topic/sr/respect_walgreens.jsp</p> <p>"Our customers come from all walks of life, and it would be impossible for us to serve them well if we developed identical, instead of individual, employees. I've found the best way to recognize individuality is by taking time to learn each employee's skills, interests and background. Everyone has potential and, as managers, it's our job to develop that ability."</p> <p>Mark Wagner, Walgreens Executive Vice President, Operations & Community Management, http://www.walgreens.com/topic/sr/individuality_walgreens.jsp</p> <p>"I have felt genuinely welcomed. Our 70,000 healthcare professionals, along with all beauty advisors, photo specialists and Walgreens associates touch 5 million people every day. The sheer magnitude of Walgreens' impact on these diverse daily lives underscores the importance of respecting and celebrating unique perspectives and personal experiences."</p> <p>Kim Feil, Walgreens Vice President and Chief Marketing Officer, http://www.walgreens.com/topic/sr/diversity_walgreens.jsp</p>



Rank: 32
 Policies: SO, GI, DPB
 Company Name: Walgreen Co.



Rank: 33
Policies: SO, GI, DPB
Company Name: Johnson & Johnson

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>Diversity is a central part of the cultures across the Johnson & Johnson Family of Companies. It's a key to our people's passion for improving the health and well-being of people the world over. Further, our commitment to diversity and inclusion is deeply rooted in the values instilled by Our Credo and is exemplified in a number of our companies' programs and activities.</p> <p>We recognize that differences in age, race, gender, nationality, sexual orientation, physical ability, thinking style and background bring richness to our work environments. Such differences help us connect better with the health needs of people in communities around the world.</p> <p>We believe that attracting, developing and retaining a base of employees that reflects the diversity of our customers is essential to our success. We also believe success hinges on relationships with diverse professional and patient organizations, civic groups and suppliers.</p> <p>Johnson & Johnson, Our People & Diversity, http://www.inj.com/connect/about-inj/diversity/</p> <p>Ron Falcon, MD; senior director, Tibotec Therapeutics Clinical Affairs Division of Centocor Ortho Biotech Services LLC; co-chair, GLOBAL, Johnson & Johnson, "Scoring 100% on the Human Rights Campaign's Corporate Equality Index is a clear demonstration of the commitment of the Johnson & Johnson Family of Companies to GLBT employees. It shows the GLBT community and consumers that Johnson & Johnson companies are diverse and inclusive employers, and makes our companies more attractive places to work for high quality GLBT candidates researching prospective employers."</p> <p>Human Rights Campaign, HRC Corporate Equality Index 2009: Statements from Employers Rated at 100 Percent, http://www.hrc.org/issues/11139.htm</p>		<p>Diversity is a central part of the cultures across the Johnson & Johnson Family of Companies. It's a key to our people's passion for improving the health and well-being of people the world over. Further, our commitment to diversity and inclusion is deeply rooted in the values instilled by Our Credo and is exemplified in a number of our companies' programs and activities.</p> <p>We recognize that differences in age, race, gender, nationality, sexual orientation, physical ability, thinking style and background bring richness to our work environments. Such differences help us connect better with the health needs of people in communities around the world.</p> <p>We believe that attracting, developing and retaining a base of employees that reflects the diversity of our customers is essential to our success. We also believe success hinges on relationships with diverse professional and patient organizations, civic groups and suppliers.</p> <p>Johnson & Johnson, Our People & Diversity, http://www.inj.com/connect/about-inj/diversity/</p>



Rank: 34
Policies: SO, GI
Company Name: State Farm Insurance Co.



Rank: 35
Policies: SO, DPB
Company Name: Medco Health Solutions Inc.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
		<p>Integrating diversity and inclusion into our culture is fundamental to our success as a company. Diversity and inclusion are crucial to attraction and retention, agent and employee development, product development and services, and customer satisfaction. We engage the diverse talents, backgrounds and experiences of our agents and employees to support business objectives.</p> <p>Statefarm Insurance Companies, Workplace, http://www.statefarm.com/aboutus/diversity/workplace/workplace.asp</p> <p>At State Farm, diversity isn't a program. It's a state of mind. The variety of experiences and points of view contained in our large and diverse group of associates strengthens the organization. It helps us to understand the marketplace and how we can do an even better job of serving our customers. It helps ensure our future.</p> <p>Ed Rust, Jr., Chairman & CEO, State Farm Insurance Companies, Diversity and Inclusion, http://www.statefarm.com/aboutus/diversity/workplace/definition.asp</p>
		<p>While Medco has been a publicly held company for only a short while, our organization's commitment to diversity is long-standing. It's important that our workforce mirror the diversity of our clients and their members so that we can better understand and serve their needs. The unique perspectives that our employees bring to work each day enable creative and innovative solutions for our company and for our clients.</p> <p>Karin Princivalle, senior vice president of human resources, Medco, Our Commitment to Diversity, http://www.medcohealth.com/medco/corporate/home.jsp?articleID=CorpDiversity</p>



Rank: 36
Policies: SO, GI, DPB
Company Name: Microsoft Corp.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>On Friday, Microsoft CEO Steve Ballmer announced that the company would support a . . . gay-rights bill in future. "I've concluded that diversity in the workplace is such an important issue for our business that it should be included in our legislative agenda," Ballmer wrote in an e-mail to employees.</p> <p>After A Detour, Microsoft Again Backs Gay-Rights Bill, San Jose Mercury News, May 10, 2005.</p> <p>Steve Ballmer, CEO, Microsoft, "Microsoft is proud to be recognized by the Human Rights Campaign Foundation for our efforts to create an equitable workplace. We value the ideas and leadership of all our employees. An inclusive approach is crucial to our business, and we are working to be an industry leader in diversity."</p> <p>Steve Ballmer, CEO, Microsoft Corporation, Gay Lesbian bisexual transgender Employees At Microsoft, http://www.microsoft.com/about/diversity/en/us/programs/ergen/gleam.aspx</p>	<p>"Microsoft's benefits program for domestic partners is an essential component of our culture of respect for all employees," said Jack Krumholtz, managing director of Microsoft's federal government affairs.</p> <p>Correcting Workplace Injustice In Domestic Partnership Benefits, States News Service, Mar. 29, 2007.</p> <p>At Microsoft Corp., which is based in Washington and has employees in Oregon, deciding to offer benefits to domestic partners was a matter of keeping valuable employees.</p> <p>"We don't have any machines on an assembly line," said Randy Massengale, Microsoft's senior diversity manager. "It's intellectual capital and horsepower that runs this business. So we have to take steps to keep employees."</p> <p>Companies Say Benefits For Gay, Lesbian Partners A Boon, The Oregonian, Aug. 15, 1996</p>	<p>At Microsoft we recognize that the U.S. and global diverse markets represent tremendous sources of value in the workplace and marketplace. The growth of diverse populations worldwide and the potential of these segments make them important targets as prospective employees. By the year 2050, 85% of the entrants into the U.S. workforce will be people of color and women. Moreover, developing regions, such as China, Brazil, India, and Africa, make up an increasing share of the world population. They will account for approximately 88% of the global population by 2050, and increase in absolute size from 1.6 billion persons in 1950 to nearly 7.5 billion persons by 2050.</p> <p>Economically, the diverse markets represent a growing source of market consumption and buying power. They are an important customer group for Microsoft. Worldwide, diverse populations account for 44% of World GDP. Within the U.S., diverse populations generate over \$9 Trillion dollars in buying power. By increasing the diversity of our workforce we will create a team that effortlessly designs products with the needs of these growing customers in mind.</p> <p>Microsoft, The Business Case for Diversity and Inclusion, A Vision and Strategy for the Future, http://www.microsoft.com/about/diversity/en/us/vision.aspx</p> <p>The collaborative energy that is created when talented people from different backgrounds come together to focus on innovation has helped fuel Microsoft's success for more than 30 years. As we bring our innovations into more and more markets around the world, and as we strive to bridge the digital divide so that people at all levels of society can benefit from the opportunities of the global knowledge economy, we recognize that it's more important than ever to honor diversity, both inside Microsoft and in the communities where we live and work.</p> <p>Bill Gates, Microsoft Chairman, Executive Commitment to Diversity at Microsoft, http://www.microsoft.com/about/diversity/en/us/exec.aspx</p> <p>This means that diversity and inclusion are not just words on paper for us; they are core values and business imperatives. We promote diversity at every level within our organization and strive for inclusiveness in everything we do. We believe that employing the world's top talent from all groups within our communities—from many backgrounds and with varied experiences—helps us to better serve our customers and gives us a competitive advantage in the global marketplace.</p> <p>Steven A. Ballmer, Microsoft Chief Executive Officer, Id.</p>



Rank: 37
 Policies: SO, GI, DPB
 Company Name: United Technologies Corp.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
		<p>As a global organization that relies on teamwork and a multiplicity of viewpoints, we actively seek a diverse work force. For UTC, diversity is a competitive asset that enables us to more closely reflect and respond to the diverse needs of our markets, customers and communities. Our goal is a workplace where all employees are encouraged to reach their fullest potential and where everyone values, accepts and respects the differences in our work force.</p> <p>Maintaining a diverse work force is a key component of our ability to meet the demands of a global business. We strive to remove all barriers - cultural or otherwise - so that we hire, develop, promote and retain the very best talent from around the world.</p> <p>United Technologies, Diversity, available at http://careers.utc.com/text/diversity_action.asp</p> <p>UTC will attract, motivate and retain competent, dedicated people by designing compensation and benefits programs that are competitive in our worldwide marketplace.</p> <p>UTC, Code of Ethics, http://www.pratt-whitney.com/StaticFiles/Sikorsky/Assets/Attachments/Supplier_Licensing/ethics.pdf</p>
<p>Gil Casellas, Vice President of Corporate Responsibility, "Dell is celebrating our perfect score on HRC's corporate equality index for the fifth year in a row. Recognition always pushes Dell to move to the next level and so we'll continue our efforts advocating for gay, lesbian, bisexual, and transgender equality. It's part of our global diversity efforts, which aren't just corporate goals, rather they are a critical component of our leadership and business success."</p> <p>Daniel Brennan, Dell Scores Perfectly with HRC, Sept. 2, 2008, http://en.community.dell.com/dell-blogs/Direct2Dell/b/direct2dell/archive/2008/09/02/dell-scores-perfectly-with-hrc.aspx</p>		<p>At Dell, and in any economic environment, we consider diversity and inclusion to be an integral part of our business strategy. By continuing to drive diversity and inclusion initiatives throughout the company, we're able to harness each individual's full potential, drive innovation and make Dell a better place to work-- ultimately ensuring that we're providing the best customer experience.</p> <p>Dell, Diversity & Inclusion, http://content.dell.com/us/en/corp/cr-diversity-diversity-and-inclusion.aspx</p>



Rank: 38
 Policies: SO, GI, DPB
 Company Name: Dell Inc.





Rank: 39
Policies: SO, GI, DPB
Company Name: Goldman Sachs Group

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>At Goldman Sachs, diversity is a business imperative. Our commitment to cultivating and sustaining a diverse work environment is absolute. As our business has become more global and complex, the firm is called upon to deliver unique and innovative solutions to clients in a wide range of circumstances. To respond to the needs of corporate, government, institutional and private clients with world-class service, we know the talent and creativity of our people are paramount to exceptional performance. Goldman Sachs succeeds by having people who represent the full spectrum of ethnicities, national origins, sexual orientation, gender identity, beliefs, religions, cultures, and levels of physical ability.</p> <p>Goldman Sachs, Our People, http://www2.goldmansachs.com/our-firm/our-people/diversity/index.html</p> <p>We strive for excellence. To be the best firm we must have the best people, and the best people are drawn from the broadest pool of applicants. The people we hire can be found only by looking across the full spectrum of gender, ethnicity, national origin, sexual orientation, gender identity, religion, culture and level of physical ability.</p> <p>Goldman Sachs, Diversity & Inclusion, http://www2.goldmansachs.com/our-firm/our-people/diversity/index.html</p>		<p>Goldman’s Commitment to Diversity Our commitment to creating and sustaining a diverse work environment is absolute, for three reasons:</p> <p>For the Firm We strive for excellence. To be the best firm we must have the best people, and the best people are drawn from the broadest pool of applicants. The people we hire can be found only by looking across the full spectrum of gender, ethnicity, national origin, sexual orientation, gender identity, religion, culture and level of physical ability.</p> <p>For our People Ours is a culture of team-work. For our teams to excel, all members must feel that they are operating in an inclusive environment that welcomes and supports differences, and that encourages input from all perspectives. Our people have the right to expect a workplace in which the richness of their lives and experience is welcomed and valued by their team and by the firm.</p> <p>For our Clients Our clients’ interests always come first. To continue to provide our clients with creative ideas and solutions for operating effectively in a complex global economy, we must be fully capable of dealing with different cultures in an informed and nuanced manner. Experience has shown us that by tapping the insights, talents and judgments of a diverse workforce we will best serve our clients’ interests.</p> <p>Goldman Sachs, Diversity & Inclusion, http://www2.goldmansachs.com/our-firm/our-people/diversity/index.html</p>



Rank: 40
Policies: SO, GI, DPB
Company Name: Pfizer Inc.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>Our company is sustained on innovation — which seeks a nourishing environment in which ideas and perspectives can flourish. Pfizer’s diversity provides just such this opportunity. It is an array of unique characteristics, perspectives, and life experiences which define us as individuals. Diversity encompasses our visible differences such as gender, age, ethnicity, physical appearance, plus other underlying characteristics including thinking styles, sexual orientation, religious or national identity, and education. Inclusion is an environment where our people feel valued, involved, supported and respected.</p> <p>Pfizer, Diversity and Inclusion, http://www.pfizer.com/about/diversity/diversity.jsp</p> <p>Pfizer Inc today announced that it has earned a score of 100 — the highest possible — in the 2010 Corporate Equality Index, which evaluates U.S.-based businesses on their treatment of lesbian, gay, bisexual and transgender (LGBT) employees, investors and consumers.</p> <p>The Corporate Equality Index — published annually by the Human Rights Campaign Foundation (HRCF), the largest LGBT advocacy organization in the United States — rates businesses using a scale of 0-100. For the 2010 edition, 590 businesses were rated, and the average rating was 86. Pfizer was the first pharmaceutical company to score 100 and has achieved a 100 rating for six consecutive years.</p> <p>“Pfizer operates in just about every nation with a flag and a seat in the United Nations,” said Pfizer Chief Diversity Officer Karen Boykin-Towns. “Our corporate culture is rich in unique perspectives from what may be the world’s most diverse colleague population. Our goal now is to broaden our action beyond the traditional talent perspective and use our remarkable diversity to transform the ways we bring better health to more of the world’s people.”</p> <p>Pfizer was recognized both for its diversity and inclusion platform, which includes sexual orientation ...</p>		<p>Our company is sustained on innovation — which seeks a nourishing environment in which ideas and perspectives can flourish. Pfizer’s diversity provides just such this opportunity. It is an array of unique characteristics, perspectives, and life experiences which define us as individuals. Diversity encompasses our visible differences such as gender, age, ethnicity, physical appearance, plus other underlying characteristics including thinking styles, sexual orientation, religious or national identity, and education. Inclusion is an environment where our people feel valued, involved, supported and respected.</p> <p>Pfizer is committed to sustaining and expanding a culture of Diversity and Inclusion in everything we do. Our culture is unique and our commitment to people is without peer. Our customers enjoy the greatest rewards of our efforts by having access to products that improve their health and well-being. Our employees also benefit from our commitment by embracing an environment that is open, diverse and truly supportive.</p> <p>Pfizer, Diversity and Inclusion, http://www.pfizer.com/about/diversity/diversity.jsp</p> <p>Diversity and inclusion are core business elements of our commitment to improving the health of people around the world. We place a high value on leaders and colleagues exhibiting inclusive behaviors and respect for individuals, communities and cultures. We also see diversity and inclusion as a way to leverage the unique traits and abilities of our workforce, and better connect with patients, consumers, customers and suppliers in order to succeed in the marketplace.</p> <p>Pfizer, Colleagues:Diversity and Inclusion, http://www.pfizer.com/investors/financial_reports/annual_reports/2010/colleagues-diversity.jsp</p>

Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People	Domestic Partner Benefits Statements	General Diversity & Benefits Statements
<p>(Pfizer, Cont.) and gender identity, and for its equal opportunity policy, which bars discrimination on the basis of sexual orientation, gender identity or gender expression. The company also offers benefits coverage for same-sex domestic partners where legally permissible, donates resources to LGBT community- and health-related organizations, and sponsors various site-based LGBT colleague resource groups.</p> <p>For Sixth Consecutive Year, Pfizer Earns Highest Score in Human Rights Campaign Foundation LGBT Ranking, Sept. 23, 2009, available at http://www.pymnts.com/for-sixth-consecutive-year-pfizer-earns-highest-score-in-human-rights-campaign-foundation-lgbt-ranking-20090923005774/.</p>		
 <p>Rank: 41 Policies: SO Company Name: Marathon Oil Co.</p>		<p>At Marathon, diversity and inclusion is a vital part of our business strategy and building a high performance team culture is one of our core values. Our diverse workforce and inclusive environment makes us more than just a multi-faceted employer. The corporate culture that comes from a focus on diversity and inclusion gives us the ability to be a multi-dimensional competitor. That is today's Marathon.</p> <p>Marathon, Diversity and Inclusion at Marathon, http://www.marathon.com/About_Marathon/Our_Values/Diversity/</p>
 <p>Rank: 42 Policies: SO, DPB Company Name: Lowe's Companies Inc.</p>		<p>Diversity & Inclusion efforts are led by Chairman and CEO Robert Niblock, and supported throughout the organization at every level.</p> <p>Clearly, Lowe's is committed to maintaining an environment of inclusion, fairness, and respect by understanding and valuing the many ways people are different and can contribute to the company's success. In addition to recognizing employees' diverse talents and thoughts, Lowe's builds winning teams by showing mutual respect for one another, despite differences. Lowe's culture of caring creates an atmosphere where people feel their unique contributions are valued. Lowe's is a magnet for great people.</p> <p>We strive to lead by example - and drive for results, knowing that a workforce with diverse talents and thoughts will provide customer-valued solutions with the best prices, products and services to make Lowe's the first choice for home improvement.</p> <p>Lowe's, Our Pledge, https://careers.lowes.com/diversity_pledge.aspx</p>



Rank: 43
Policies: SO, GI, DPB
Company Name: United Parcel Service Inc.



Rank: 44
Policies: SO, GI
Company Name: Mantech International Corp.

<u>Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People</u>	<u>Domestic Partner Benefits Statements</u>	<u>General Diversity & Benefits Statements</u>
<p>In today's world, UPS understands that diversity encompasses more than race and gender. It extends to the full myriad of issues ranging from ethnicity to sexual orientation to physical ability. Inclusiveness, respect and cooperation are core values that help drive the way we do business with our customers and suppliers - and strengthen our bonds with a multi-cultural community of friends and neighbors.</p> <p>UPS, Diversity in Business, http://www.responsibility.ups.com/Diversity</p>		<p>Diversity is leveraging our unique experiences and contributions because they add value to our culture and contribute to the success of our company....Through workforce, customer and supplier diversity, the company's goal is to help communities thrive by embracing and leveraging the unique ideas, cultures, and ideas of its people.</p> <p>UPS, Diversity in Business, http://www.responsibility.ups.com/Diversity</p>
<p>Ken Disken, Senior Vice President, Lockheed Martin, "Lockheed Martin is committed to providing the most supportive and inclusive environment for all employees. Ensuring a positive, respectful workplace and robust set of benefits for everyone is critical to retaining employees and helping them develop to their fullest potential. Our efforts to provide the best environment possible for all employees support the corporation's business objectives and the professional aspirations of employees as we support our nation and its allies."</p> <p>Human Rights Campaign, HRC Corporate Equality Index (2009), available at https://222.hrc.org/issues/workplace/11139.htm</p>	<p>In 2003, Megan Meriman, a Lockheed Martin spokesperson said of extending domestic partner benefits: "We felt this was a good business decision that will contribute to our success in the future. We want to attract and retain talented employees."</p> <p>Ezra Fieser, Lockheed Martin Improves Corporate Policies Regarding Gay, Lesbian Employees, The Daily Record, Aug. 25, 2003.</p> <p>Ken Disken, Senior Vice President, Lockheed Martin, "Lockheed Martin is committed to providing the most supportive and inclusive environment for all employees. Ensuring a positive, respectful workplace and robust set of benefits for everyone is critical to retaining employees and helping them develop to their fullest potential. Our efforts to provide the best environment possible for all employees support the corporation's business objectives and the professional aspirations of employees as we support our nation and its allies."</p> <p>Human Rights Campaign, HRC Corporate Equality Index (2009), available at https://222.hrc.org/issues/workplace/11139.htm</p>	<p>We are committed to creating one company, one team, all-inclusive, where diversity contributes to the Lockheed Martin vision. Diversity at Lockheed Martin is an inclusive team that values and leverages each person's individuality.</p> <p>It's about living our values of doing what's right, respecting others and performing with excellence. We recognize that our success depends on the talent, skills and expertise of our people and our ability to function as an integrated team.</p> <p>Lockheed Martin, Commitment to Inclusion and Respect, http://www.lockheedmartin.com/aboutus/diversity/diversity.html</p>



Rank: 45
 Policies: SO, GI, DPB
 Company Name: Best Buy Co.

Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People	Domestic Partner Benefits Statements	General Diversity & Benefits Statements
		<p>Diversity is not just about race and gender. It's about honoring all of the ways we are similar and different. Best Buy believes an inclusive environment is critical to finding- and keeping- the most qualified talent to meet the unique needs of our employees and customers.</p> <p>Best Buy, Can You Be You?, http://www.canyoubeyou.com/home.html</p>
<p>Jerry Pritchett, global director of Talent Management and Diversity & Inclusion, Dow, stated, "This is a great honor for Dow to receive. We believe that embracing the diversity and differences our people bring to the workplace and cultivating an inclusive work environment creates competitive advantage for Dow. Without a doubt, by truly embracing diversity and inclusion, we are differentiating Dow as an employer of choice for the best and the brightest; a supplier of choice for customers around the world; and a partner of choice as we grow in new and emerging parts of the world."</p> <p>The CEI rated 583 businesses in total, evaluating GLBT-related policies and practices including non-discrimination policies, transgender health benefits and domestic partner benefits. Dow's efforts in ensuring GLBT equality in each of the survey's main criterion earned it the prestigious 100 percent ranking."</p> <p>Dow Chemical, Dow Earns Top Marks in 2009 Corporate Equality Index, Sept. 3, 2008, http://mobile.dow.com/news/archive/get-news.htm?url=corporate/2008/20080903a.htm</p>		<p>Innovation is necessary to solve the major challenges in our world today. The ability to think boldly and approach the serious challenges facing humanity with fresh perspectives is the engine for our growth. Dow cannot innovate or grow if our people think the same way, do the same things, are a product of the same environments.</p> <p>Every day, Dow's 43,000 employees in 40 countries - our human element - combine their different perspectives to constantly improve our organization and the products and services we deliver. Because we know that the diversity of our employees gives us a distinct competitive advantage, our vision is to build a workforce that reflects the populations we recruit from in the places we do business today and tomorrow. We make an effort to ensure that our beliefs about the importance of diversity and inclusion enhance our employees' experience at Dow.</p> <p>Dow Chemical, Diversity and Inclusion, http://www.dow.com/diversity/index.htm</p>



Rank: 46
 Policies: SO, GI, DPB
 Company Names: Dow Chemical Co.



Rank: 47
Policies: SO, GI, DPB
Company Names: Supervalu Inc.

Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People	Domestic Partner Benefits Statements	General Diversity & Benefits Statements
<p>“We are proud to share this honor with some of the most well-respected companies and brands in the country. As a leading food retailer, it’s critical that our company mirror our customer base—a richly woven tapestry of diverse cultures,” said Jeff Noddle, SUPERVALU chairman and CEO. “Embracing diversity and creating a culture of inclusion is a key component of our business strategy, and essential to achieving our goal of being the best place to work, shop and invest in the grocery retail industry.”</p> <p>“At SUPERVALU, we’re committed to deepening our understanding of diversity and inclusion and building a diverse culture, one that values, encourages and respects the ideas, experiences and contributions of all associates,” said Darnell Allen, SUPERVALU vice president of diversity and inclusion. “Our diversity and inclusion efforts range from the workplace to the in-store shopping experience to the partnerships we have with our vendors and suppliers. Diversity and inclusion energizes associates, creates a competitive edge and drives improved performance. Achieving the top rating on the Corporate Equality Index is a testament to our efforts.”</p> <p>Supervalu, Supervalu Receives Perfect Score on Human Rights Campaign Foundation's Corporate Equality Index: Company First Grocery Retailer to Achieve Highest Rating for Its GLBT-Related Policies and Practices, http://www.supervalu.com/sv-webapp/downloads/SUPERVALU_2008_Corporate_Equality_Index_Release.pdf</p>		<p>At SUPERVALU, our goal is to create an environment of diversity and inclusion for people of all backgrounds. This environment will give us a competitive edge and enable us to build an associate population that more accurately mirrors the customers who shop in our stores. What's more, we'll have an atmosphere where each person feels comfortable and eager to contribute fully.</p> <p>Supervalu, Diversity, http://careers.supervalu.com/diversity/diversity.html</p>



Rank: 48
Policies: SO, GI, DPB
Company Name: Sears Holdings Corp.

Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People

Sears Holdings joins the ranks of 259 other major U.S. businesses which get top marks for their treatment of lesbian, gay, bisexual, and transgender (LGBT) employees and consumers.

Gina Turner, vice president of talent acquisition, diversity and relocation, stated "This is the fourth consecutive year that Sears Holdings has achieved a 100% rating and we remain committed to continuing to score a 100%. Diversity is embedded in our culture and expressed through our vision, mission, pace and values. We value diverse people. Our formula for success is sharing ideas, communicating honestly and respecting each other as people and co-workers."

Sears Holdings, Sears Holdings Gets 100 in Human Rights Campaign Foundation's Seventh Annual Index, <http://www.searsholdings.com/pubrel/pressOne.jsp?id=2008-09-04-0004874852>

Domestic Partner Benefits Statements

General Diversity & Benefits Statements

Diversity is embedded in our culture and expressed through Our Vision, Our Mission, Our Pace and Our Values. We value diverse people. Our formula for success is sharing ideas, communicating honestly and respecting each other.

Everything that we do starts and ends with the customer. Our customer base is becoming increasingly diverse and we are working to gain allegiance from all segments of the population. As such, we want to be representative of America's rich diversity of culture, people and ideas.

We want diverse people who bring ideas, experiences and talent that will help us achieve the Five Key Pillars of Our Strategy. We want our company to reflect the diversity that is uniquely American. Our leaders do and will represent our diverse customer base. We will work to ensure that there are no artificial barriers that limit our associates from attaining their goals and dreams working in our company.

Diversity is a business imperative

Sears Holdings, Diversity, <http://www.searsholdings.com/careers/why%20us/diversity/>



Rank: 49
Policies: UNK
Company Name: INTLFCStone Inc.



Rank: 50
 Policies: SO, GI, DPB
 Company Name: PepsiCo

Statements Directly Tied to Non-Discrimination Policies and/or Creating a Diverse Workforce That Includes LGBT People	Domestic Partner Benefits Statements	General Diversity & Benefits Statements
<p>While a diverse workforce is important, we must also create an inclusive environment where every- one — regardless of race, gender, physical ability or sexual orientation — feels valued, engaged, and wants to be part of our growth. It is only through inclusion that we will fully unleash innovation and growth for our business.</p> <p>PepsiCo, PepsiCo Annual Report (2005), available at http://www.pepsico.com/Download/2005-Annual-English.pdf</p>	<p>By offering benefits to committed same-sex domestic partners, we are demonstrating our deep commitment to the importance of Diversity and Inclusion for our business. The recognition of committed same-sex domestic partner relationships is also a demonstration of the respect and fairness that are the foundations of our Code of Conduct. PepsiCo also realizes that domestic partner benefits are increasingly prevalent among our peer companies.</p> <p>Many of our lesbian, gay, bisexual, and transgender (LGBT) employees are living in committed relationships and would enter into marriage if it were legally possible to do so. The extension of benefits to same-sex domestic partners is designed to help treat the families of committed LGBT employees on an equivalent basis with the families of our married heterosexual employees, since the well-being of our employees and their families is of utmost importance.</p> <p>PepsiCo, Questions & Answers about Same-Sex Domestic Partner ("Domestic Partner") Coverage, http://webcache.googleusercontent.com/search?q=cache:tHgkVXYPPbQJ:www.pepsicoemployee.com/portal.jsp%3F%3D4220167%26context%3DDOCUMENT%26doc%3D3336%26sec%3D1+pepsico+%22domestic+partner+benefits%22&cd=4&hl=en&ct=clnk&gl=us&client=safari&source=www.google.com</p>	<p>At PepsiCo, we approach diversity and inclusion as fundamental business priorities.</p> <p>Our company's growth requires leaders and associates who can understand the world's evolving nutrition needs, the global environmental challenges and the economic and social needs of developed and developing countries.</p> <p>We intend to continuously evolve our culture so our leaders and associates are recognized for their contributions and valued for the unique differences they bring to the workplace.</p> <p>PepsiCo, Diversity & Inclusion, http://www.pepsico.com/Purpose/Talent-Sustainability/Diversity-and-Inclusion.html</p>