



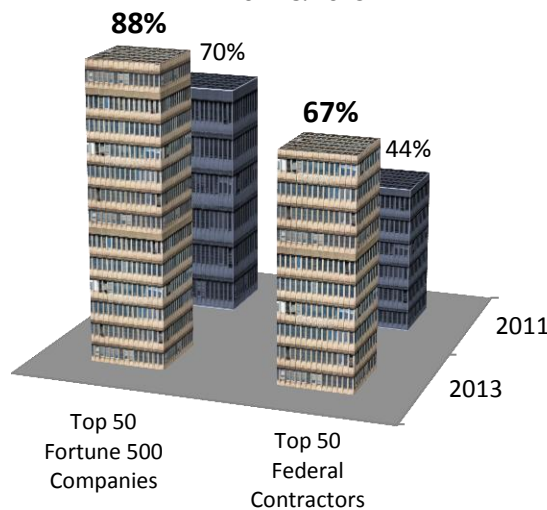
### Sexual Orientation and Gender Identity Non-Discrimination Policies of the Top 50 Federal Contractors and the Top 50 Fortune 500 companies, 2011

As of January 2013, 90% of the top 50 federal contractors prohibited discrimination based on sexual orientation, and 67% prohibited discrimination based on gender identity (Table 1). Combined, the top 50 contractors represent 46.9% of all contracting dollars awarded by the federal government—over \$249 billion in spending. All but one of the top 50 Fortune 500 companies prohibited discrimination based on sexual orientation (98%) as of January 2013, and 88% prohibited discrimination based on gender identity (Table 2).

The percentage of top 50 federal contractors with sexual orientation and gender identity non-discrimination policies has increased steadily in the recent years. The October 2011 Williams Institute report, based on 2010 data, found that 81% of the top 50 federal contractors prohibited discrimination based on sexual orientation, and 44% prohibited discrimination based on gender identity. Among the top 50 Fortune 500 companies in 2010, 96% prohibited discrimination based on sexual orientation and 70% prohibited discrimination based on gender identity as of October 2011. The increases are due in part to a change in companies that ranked in the top 50 on each list from 2010 to 2011, and in part to more companies adopting these policies.

While the numbers increased for both categories of non-discrimination policies, the bigger increase was for the companies prohibiting gender identity discrimination. Among the top 50 federal contractors, there has been a 50% increase in the number of companies with gender identity non-discrimination policies since 2010. There has been a 26% increase in the number of top 50 Fortune 500 companies with gender identity non-discrimination policies since 2010.

Companies with gender identity-inclusive policies, 2011 & 2013



Notably, nine contractors that ranked among the top 50 in both FY 2010 and FY 2011—L-3, BAE, McKesson, Humana, General Electric, KBR, Lawrence Livermore National Security, AmerisourceBergen, and Navistar—have added gender identity to their non-discrimination policies since the beginning of the 2010 fiscal year. Two companies that rank on both lists, KBR and Babcock & Wilcox, have since added sexual orientation. With the recent policy changes at these companies, two thirds of the contractors that ranked among the top 50 in 2011 now prohibit discrimination based on gender identity, and 90% of these contractors now prohibit discrimination based on sexual orientation.

Similarly, eight of the top 50 Fortune 500 companies that ranked on both the 2010 and the 2011 lists—Wal-Mart, General Electric, Verizon, CVS, Kroger, AmerisourceBergen, Medco, and Lowe’s—have added gender identity to their non-discrimination policies since 2010. These additions bring the percentage of top 50 Fortune 500 companies that prohibit gender identity discrimination from 70% to 88%.

**Top 50 Federal Contractors, FY 2011**

Rank	Company	% of Total Contracting Dollars Awarded	Dollars Awarded (millions)	Sexual Orientation	Gender Identity
1	Lockheed Martin Corp.	8.0%	42,447	X	X
2	The Boeing Company	4.1%	21,599	X	X
3	General Dynamics Corp.	3.7%	19,443	X	X
4	Northrop Grumman	2.8%	15,020	X	X
5	Raytheon Co.	2.8%	14,771	X	X
6	United Technologies Corp.	1.5%	7,908	X	X
7	SAIC Inc.	1.4%	7,379	X	
8	L-3 Communications Holdings, Inc.	1.4%	7,358	X	X
9	BAE Systems PLC	1.3%	6,876	X	X
10	Oshkosh Corp.	0.9%	4,942	X	X
11	McKesson Corp.	0.9%	4,796	X	X
12	Computer Sciences Corp.	0.8%	4,509	X	X
13	Bechtel Group Inc.	0.8%	4,499	X	
14	URS Corp.	0.8%	4,409	X	
15	Huntington Ingalls Industries Inc.	0.8%	4,040	X	
16	Booz Allen Hamilton	0.7%	3,935	X	X
17	ITT Corp.	0.7%	3,863	X	X
18	The Veritas Capital Fund II LP	0.7%	3,843		
19	Humana Inc.	0.6%	3,445	X	X
20	Health Net Inc.	0.6%	3,145	X	X
21	Triwest Healthcare Alliance Corp.	0.6%	3,093		
22	Hewlett-Packard Co.	0.6%	2,942	X	X
23	General Electric Co.	0.5%	2,847	X	X
24	Fluor Corp.	0.5%	2,774	X	
25	Bell Boeing Joint Project <sup>a</sup>	0.5%	2,666	-	-
	Bell Helicopter (Textron Inc.)			-	-
	The Boeing Co.			-	-

26	CACI International	0.5%	2,615	X	
27	Textron Inc.	0.5%	2,515	X	
28	Los Alamos National Security LLC <sup>a</sup>	0.5%	2,505		
	Bechtel Group Inc.			-	-
	University of California			X	X
	The Babcock & Wilcox Co.			-	-
	URS Corp.			-	-
29	KBR Inc.	0.4%	2,277	X	X
30	Honeywell International	0.4%	2,193	X	X
31	Battelle Memorial Institute Inc.	0.4%	2,149	X	
32	Harris Corp.	0.4%	2,125	X	X
33	Alliant Techsystems	0.4%	2,122	X	X
34	General Atomics Technologies Corp.	0.4%	2,068		
35	The Babcock & Wilcox Co.	0.4%	2,057	X	
36	Supreme Group Holding SARL	0.4%	2,033		
37	ManTech International Group	0.4%	1,953	X	X
38	Coins 'n Things Inc.	0.4%	1,894		
39	Jacobs Engineering	0.3%	1,843	X	X
40	IBM Corp.	0.3%	1,745	X	X
41	California Institute of Technology	0.3%	1,646	X	X
42	FedEx Corp.	0.3%	1,592	X	X
43	Lawrence Livermore National Security LLC	0.3%	1,575	X	X
44	BP PLC	0.3%	1,473	X	X
45	Dell Inc.	0.3%	1,423	X	X
46	AmerisourceBergen Corp.	0.3%	1,416	X	X
47	Navistar International Corp.	0.3%	1,407	X	X
48	Evergreen International Airlines	0.3%	1,400	X	
49	Computershare Ltd.	0.3%	1,365	X	
50	Merck & Co. Inc.	0.3%	1,331	X	X
<b>TOTAL</b>		<b>46.9%<sup>b</sup></b>	<b>249,182<sup>b</sup></b>	<b>44</b>	<b>33</b>

<sup>a</sup> Contractor is a partnership that consists of two or more companies. The companies in the partnership are listed directly under the partnership name. A policy is only listed for the individual company within the partnership if the company does not appear elsewhere on this list.

<sup>b</sup> Numbers may not sum to total due to rounding.

**Table 2: Top 50 Fortune 500 Companies, 2011**

Rank	Company	Sexual Orientation	Gender Identity
1	Wal-Mart Stores	X	X
2	Exxon Mobil		
3	Chevron	X	X
4	ConocoPhillips	X	
5	Fannie Mae	X	X
6	General Electric	X	X
7	Berkshire Hathaway	X	
8	General Motors	X	X
9	Bank of America Corp.	X	X
10	Ford Motor	X	X
11	Hewlett-Packard	X	X
12	AT&T	X	X
13	J.P. Morgan Chase & Co.	X	X
14	Citigroup	X	X
15	McKesson	X	X
16	Verizon Communications	X	X
17	American International Group	X	X
18	International Business Machines	X	X
19	Cardinal Health	X	X
20	Freddie Mac	X	X
21	CVS Caremark	X	X
22	UnitedHealth Group	X	X
23	Wells Fargo	X	X
24	Valero Energy	X	
25	Kroger	X	X
26	Procter & Gamble	X	X
27	AmerisourceBergen	X	X
28	Costco Wholesale	X	X
29	Marathon Oil	X	
30	Home Depot	X	X
31	Pfizer	X	X
32	Walgreen	X	X
33	Target	X	X
34	Medco Health Solutions	X	X
35	Apple	X	X
36	Boeing	X	X
37	State Farm Insurance	X	X

	Cos.		
<b>38</b>	Microsoft	X	X
<b>39</b>	Archer Daniels Midland	X	
<b>40</b>	Johnson & Johnson	X	X
<b>41</b>	Dell	X	X
<b>42</b>	WellPoint	X	X
<b>43</b>	PepsiCo	X	X
<b>44</b>	United Technologies	X	X
<b>45</b>	Dow Chemical	X	X
<b>46</b>	MetLife	X	X
<b>47</b>	Best Buy	X	X
<b>48</b>	United Parcel Service	X	X
<b>49</b>	Kraft Foods	X	X
<b>50</b>	Lowe's	X	X
<b>TOTAL</b>		<b>49</b>	<b>44</b>