



June 2014

Report Update: Sexual Orientation and Gender Identity Non-Discrimination Policies of the Top 50 Federal Contractors and the Top 50 Fortune 500 companies, 2013

This Appendix updates the report *Economic Motives for Adopting LGBT-Related Workplace Policies* released by the Williams Institute in October 2011 and updated in March 2013. It provides an updated list of the top 50 federal contractors and the top 50 Fortune 500 companies that have non-discrimination policies that include sexual orientation and gender identity. The list of top contractors is based on federal procurement data reported for fiscal year 2013.¹ The top 50 Fortune companies are taken from the 2013 Fortune 500 list.

As of June 2014, 86% of the top 50 federal contractors prohibited discrimination based on sexual orientation, and 61% prohibited discrimination based on gender identity (Table 1).² Combined, the top 50 contractors represent 48% of all contracting dollars awarded by the federal government—over \$218 billion in spending. All but one of the top 50 Fortune 500 companies prohibited discrimination based on sexual orientation (98%) as of April 2014, and 84% prohibited discrimination based on gender identity (Table 2).

Overall, the percentages of top 50 federal contractors and top 50 Fortune 500 companies with sexual orientation and gender identity non-discrimination policies have increased since the Williams Institute began tracking the policies in October 2011. As of October 2011, 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, 96% prohibited discrimination based on sexual orientation, and 70% prohibited discrimination based on gender identity. The study was based on 2010 lists of the top federal contractors and Fortune 500 companies. The increases over time are due in part to more companies adopting these policies, and in part to a change in companies that ranked on in the top 50 on each list from 2010 to 2013.

The March 2013 update, based on the top contractors and top Fortune companies in 2011, found that 90% of the top 50 federal contractors prohibited discrimination based on sexual orientation, and 67% prohibited discrimination based on gender identity. Among the top 50 Fortune 500 companies in 2011, 98% prohibited discrimination based on sexual orientation and 88% prohibited discrimination based on gender identity as of March 2013. The decreases in percentages between the March 2013 report and the current report are due to the change in companies that ranked in the top 50 on each list from 2011 to 2013, and not to companies rescinding policies. Among the top companies in 2011 data, one additional federal contractor (Textron) has since added gender identity to its non-discrimination policy, increasing the percentage of contractors with policies on the 2011 list to 68%. There have been no other changes to the policies of those companies since March 2013.

Top 50 Federal Contractors, FY 2013

Rank	Company	% of Total Contracting Dollars Awarded	Dollars Awarded (millions)	Sexual Orientation	Gender Identity
1	Lockheed Martin	9.6%	44,114	X	X
2	Boeing	4.6%	21,173	X	X
3	Raytheon	3.0%	14,060	X	X
4	General Dynamics	2.9%	13,109	X	X
5	Northrop Grumman	2.2%	9,996	X	X
6	SAIC	1.4%	6,302	X	
7	Huntington Ingalls Industry	1.4%	6,238	X	
8	L-3 Communications Holdings	1.3%	5,778	X	X
9	United Technologies	1.2%	5,714	X	X
10	BAE Systems	1.0%	4,838	X	X
11	McKesson	1.0%	4,738	X	X
12	Bechtel Group	0.9%	3,981	X	
13	Veritas Capital Fund	0.8%	3,668		
14	Humana	0.8%	3,495	X	X
15	Computer Sciences Corporation	0.8%	3,468	X	X
16	Booz Allen Hamilton	0.7%	3,194	X	X
17	URS	0.7%	3,161	X	
18	Health Net	0.7%	3,083	X	X
19	Hewlett-Packard	0.6%	2,805	X	X
20	Textron	0.6%	2,718	X	X
21	General Electric	0.6%	2,539	X	X
22	Babcock & Wilcox	0.5%	2,501	X	
23	Exelis	0.5%	2,494	X	
24	Harris	0.5%	2,261	X	X
25	Fluor	0.5%	2,225	X	
26	General Atomic Technologies	0.5%	2,156		
27	Battelle Memorial Institute	0.5%	2,120	X	
28	CACI International	0.5%	2,106	X	
29	Bell Boeing Joint Project ^a	0.5%	2,096	-	-
	Bell Helicopter (Textron Inc.)			-	-
	The Boeing Co.			-	-
30	Los Alamos National Security LLC ^a	0.4%	2,030	X	X
31	Supreme Group	0.4%	2,028		
32	Honeywell International	0.4%	1,927	X	X

33	Triwest Healthcare Alliance	0.4%	1,850		
34	Oshkosh	0.4%	1,733	X	X
35	California Institute of Technology	0.4%	1,716	X	X
36	Sierra Nevada Corporation	0.3%	1,573	X ^c	
37	United Launch Alliance	0.3%	1,558	X	
38	Alliant Techsystems	0.3%	1,519	X	X
39	Jacobs Engineering	0.3%	1,514	X	X
40	Amerisourcebergen	0.3%	1,465	X	X
41	Lawrence Livermore National Security	0.3%	1,449	X	X
42	Merck & Co.	0.3%	1,440	X	X
43	Mantech International	0.3%	1,419	X	X
44	Coins 'n Things	0.3%	1,417		
45	Refinery Associates of Texas	0.3%	1,340		
46	United Healthgroup	0.3%	1,307	X	X
47	IBM	0.3%	1,235	X	X
48	UT-Battelle ^a	0.3%	1,204	-	-
	University of Tennessee			X	
	Battelle Memorial Inst.			-	-
49	Mitre	0.3%	1,889	X	
50	Cardinal Health	0.3%	1,176	X	X
TOTAL		47.7% ^b	218,220 ^b	43	30

^a Contractor is a partnership that consists of two or more companies and does not have its own distinct non-discrimination policy. The companies in the partnership are listed directly under the partnership name. A policy is only listed for an individual company within the partnership if the company does not appear elsewhere on this list.

^b Numbers may not sum to total due to rounding.

^c Information about this policy, which appears in the company's employee handbook, was added June 17, 2014. The policy is not included in the percentage of contractors with LGBT-inclusive policies as of April 2014, but will be included in the next update to this report.

Table 2: Top 50 Fortune 500 Companies, 2013

Rank	Company	Sexual Orientation	Gender Identity
1	Wal-Mart Stores	X	X
2	Exxon Mobil		
3	Chevron	X	X
4	Phillips 66	X	
5	Berkshire Hathaway	X	
6	Apple	X	X
7	General Motors	X	X
8	General Electric	X	X
9	Valero Energy	X	
10	Ford Motor	X	X
11	AT&T	X	X
12	Fannie Mae	X	X
13	CVS Caremark	X	X
14	McKesson	X	X
15	Hewlett-Packard	X	X
16	Verizon Communications	X	X
17	United Health Group	X	X
18	J.P. Morgan Chase	X	X
19	Cardinal Health	X	X
20	IBM	X	X
21	Bank of America	X	X
22	Costco	X	X
23	Kroger	X	X
24	Express Scripts Holding	X	X
25	Wells Fargo	X	X
26	Citigroup	X	X
27	Archer Daniels Midland	X	
28	Procter & Gamble	X	X
29	Prudential Financial	X	X
30	Boeing	X	X
31	Freddie Mac	X	X
32	Amerisourcebergen	X	X
33	Marathon Petroleum	X	
34	Home Depot	X	X
35	Microsoft	X	X
36	Target	X	X
37	Walgreen	X	X
38	AIG	X	X
39	INTL FCStone	X	
40	MetLife	X	X
41	Johnson & Johnson	X	X

42	Caterpillar	X	X
43	PepsiCo	X	X
44	State Farm Insurance	X	X
45	ConocoPhillips	X	
46	Comcast	X	X
47	WellPoint	X	X
48	Pfizer	X	X
49	Amazon.com	X	X
50	United Technologies	X	X
TOTAL		49	42

Endnotes

¹ Federal Procurement Data System – Next Generation, Top 100 Contractors Report, https://www.fpds.gov/fpdsng_cms/index.php/en/reports/62-top-100-contractors-report.

² Percentages are based on number of federal contractors with the policies out of a total of 49 contractors. The total number of contractors is 49 rather than 50 because only unique entities were counted. This means that if a contractor is made up of a partnership, those partners who were otherwise represented in the list were not counted again (for example, Boeing is a partner in the Bell-Boeing Joint Project, but also appears separately on the federal contractor list). Each partner not otherwise represented in the list was counted as an individual contractor.