

Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information as well as information submitted to HRC from unofficial LGBTQ employee groups or individual employees.

Employer	Headquarters Location	State	Rating		
			2023 CEI Rating	2022 CEI Rating	Fortune 1000
1-800-FLOWERS.COM, Inc.	Jericho	NY	95	85	997
2U, Inc.	Lanham	MD	55	85	
360 Behavioral Health	Los Angeles	CA	70		
3M Co.	St. Paul	MN	100	100	102
ABB Inc.	Cary	NC	75	90	
Abbott Laboratories	Abbott Park	IL	90	95	86
AbbVie Inc.	North Chicago	IL	100	100	63
Abercrombie & Fitch Co.	New Albany	OH	100	100	725
Aberdeen Standard Investments	Philadelphia	PA	95	100	
ACA Group	N. Bethesda	MD	90	85	
Academy Sports and Outdoors		TX	5		481
Accenture	New York	NY	100	100	
Acosta Group	Jacksonville	FL	40		
Adaptive Biotechnologies Corporation	Seattle	WA	55	95	
Adidas North America Inc.	Portland	OR	95	100	
Adobe Inc.	San Jose	CA	95	100	235
ADP	Roseland	NJ	85	100	242
ADUSA Distribution, LLC	Salisbury	NC	80		
ADUSA Transportation, LLC	Salisbury	NC	80		
Advance Auto Parts (Advance Holding)	Raleigh	NC	95	90	337
Advanced Micro Devices Inc.	Santa Clara	CA	95	100	226
Advantage Solutions Inc.	Irvine	CA	70		740
AECOM	Los Angeles	CA	100	100	260
Aegon Asset Management	Cedar Rapids	IA	75	95	
AES Corp., The	Arlington	VA	90	90	333
Aflac Incorporated	Columbus	GA	50	85	161
Agco	Duluth	GA	0	10	334
Agilent Technologies Inc.	Santa Clara	CA	30	75	504
AIG	New York	NY	80	100	67
Air Liquide US, LLC	Houston	TX	95	100	
Air Products & Chemicals Inc.	Allentown	PA	95	100	350
Airbnb Inc.	San Francisco	CA	100	100	528
Airbus Americas Inc.	Herndon	VA	100	100	
Airlines Reporting Corporation (ARC)	Arlington	VA	100	100	
Akamai Technologies Inc.	Cambridge	MA	90	100	758
Akerman LLP	Miami	FL	95	100	
Akin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	100	100	
Alaska Airlines	Seattle	WA	100	90	514
Albemarle Corporation	Charlotte	NC	60	60	780
Albertsons Companies Inc.	Boise	ID	45	90	52
Alcoa Corp.	Pittsburgh	PA	85	90	312
Alcon Inc	Fort Worth	TX	100	100	
Alexander & Baldwin	Honolulu	HI	40	70	
Alight Solutions	Lincolnshire	IL	100	100	853
AlixPartners LLP	New York	NY	100	100	
Alleghany Corp.	New York	NY	0	0	318
Allen & Overy LLP	New York	NY	100	90	

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AllianceBernstein LP	Nashville	TN	100	100	
Alliant Energy Corp.	Madison	WI	100	100	731
Allianz Life Insurance Co. of North America	Minneapolis	MN	95	100	
Allstate Insurance Co.	Northbrook	IL	100	95	66
Ally Financial Inc.	Detroit	MI	95	100	345
Alnylam Pharmaceutical, Inc.	Cambridge	MA	90		
Alston & Bird LLP	Atlanta	GA	100	100	
Altice USA, Inc.	Long Island City	NY	100	100	355
Altria Group Inc.	Richmond	VA	100	100	165
Amalgamated Bank	New York	NY	100	100	
A-Mark Precious Metals	El Segundo	CA	8		446
Amazon.com Inc.	Seattle	WA	100	100	2
AMC Entertainment Inc.	Leawood	KS	100	100	920
AMC Networks	New York	NY	90	70	817
Ameren Corp.	St. Louis	MO	75	100	500
American Airlines	Fort Worth	TX	100	100	114
American Century Investments	Kansas City	MO	55	80	
American Eagle Outfitters Inc.	Pittsburgh	PA	100	90	605
American Electric Power Co. Inc.	Columbus	OH	90	95	219
American Express Company	New York	NY	100	100	85
American Express Global Business Travel	Jersey City	NJ	55	100	
American Family Mutual Insurance Company, S.I	Madison	WI	90	100	251
American Financial Group	Cincinnati	OH	35	50	454
American Greetings Corp.	Cleveland	OH	100	100	
American Honda Motor Co.	Torrance	CA	70	85	
American Tower Corp.	Boston	MA	95	95	375
American Water	Camden	NJ	70	85	702
Ameriprise Financial Inc.	Minneapolis	MN	100	90	277
AmerisourceBergen Corp.	Chesterbrook	PA	100	100	10
Amgen Inc.	Thousand Oaks	CA	100	100	140
AMN Healthcare Services Inc.	Dallas	TX	95	95	694
Amphenol Corp.	Wallingford	CT	8	20	341
Amyris, Inc.	Emeryville	CA	50	90	
Analog Devices Inc.	Norwood	MA	90	20	463
Andersen Corp.	Bayport	MN	95	100	
Andersons Inc., The	Maumee	OH	8	20	295
Anheuser-Busch Companies Inc.	St. Louis	MO	70	100	
Anschutz Entertainment Group, Inc.	Los Angeles	CA	100	100	
Ansys, Inc.	Canonsburg	PA	80		
Anthem Inc.	Indianapolis	IN	60	100	20
Anywhere Real Estate	Madison	NJ	80	90	427
Aon plc	Chicago	IL	100	100	
Apache Corp.	Houston	TX	8		431
Apollo Global Management Inc.	New York	NY	100	100	386
Appian Corporation	McLean	VA	70	95	
Apple Inc.	Cupertino	CA	100	100	3
Applied Materials Inc.	Santa Clara	CA	100	100	156

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AQR Capital Management LLC	Greenwich	CT	100	100	
Aramark Corp.	Philadelphia	PA	100	100	314
Arcadis U.S. Inc.	Highlands Ranch	CO	100	100	
Arch Capital Group Ltd	White Plains	NY	65		
Archer Daniels Midland Co.	Chicago	IL	55	100	38
Arconic	New York	NY	100	100	452
ArentFox Schiff	Washington	DC	95	100	
Ares Management LLC	Los Angeles	CA	100	100	627
Aristocrat Technologies, Inc.	Las Vegas	NV	65		
ARKO	Richmond	VA	0		498
Armstrong Teasdale LLP	St. Louis	MO	80	100	
Arnold & Porter Kaye Scholer LLP	Washington	DC	100	100	
Arrow Electronics	Centennial	CO	85	100	104
Arthur J. Gallagher & Co.	Rolling Meadows	IL	100	100	422
Arup US, Inc.	New York	NY	100	100	
Asbury Automotive Group	Duluth	GA	0	20	360
Ascena	Mahwah	NJ	100	100	
Ashland Inc.	Covington	KY	15	40	999
AssetMark Financial Holdings Inc	Concord	CA	40		
Associated Banc-Corp	Green Bay	WI	100	100	
Assurant	New York	NY	100	100	325
Astellas Pharma US Inc.	Northbrook	IL	80	100	
AstraZeneca PLC	Wilmington	DE	95	100	
Asurion LLC	Nashville	TN	100	100	
AT&T Inc.	Dallas	TX	100	100	13
Atkore International Inc.	Harvey	IL	100	85	847
Atlassian	San Francisco	CA	55	100	
Autodesk Inc.	San Rafael	CA	100	100	661
Autoliv Inc.	Auburn Hills	MI	0	20	421
AutoNation Inc.	Fort Lauderdale	FL	0	10	141
Auto-Owners Insurance Group	Lansing	MI	0	20	339
AutoZone Inc.	Memphis	TN	65	85	249
AvalonBay Communities Inc.	Arlington	VA	100	100	960
Avanade Inc.	Seattle	WA	85		
Avantor, Inc.	Radnor	PA	100	60	457
Avaya Inc.	Santa Clara	CA	50	70	839
Avery Dennison	Glendale	CA	100	100	412
Avient Corporation	Avon Lake	OH	75	100	622
Avis Budget Group Inc.	Parsippany	NJ	50	95	378
Avita Care Solutions	Plano	TX	100	100	
Avnet Inc.	Phoenix	AZ	60	90	180
Avon Products Inc.	Rye	NY	40	80	
Axiom Global Inc.	New York	NY	100	95	
BAE Systems Inc.	Falls Church	VA	85	100	
Bain & Co. Inc./ Bridgespan Group	Boston	MA	100	100	
Baker & Hostetler LLP	Cleveland	OH	100	100	
Baker & McKenzie LLP	Chicago	IL	100	100	

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Baker Botts LLP	Houston	TX	100	100	
Baker Hughes Inc.	Houston	TX	5	20	170
Baker Tilly US, LLP	Chicago	IL	85	100	
Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Memphis	TN	85	90	
Ball Corp.	Westminster	CO	90	100	272
Ballard Spahr LLP	Philadelphia	PA	60	100	
Bank of America Corp.	Charlotte	NC	100	100	36
Bank of New York Mellon Corp., The	New York	NY	100	100	229
Barclays	New York	NY	90	100	
Barilla America Inc.	Northbrook	IL	100	100	
Barnes & Noble Inc.	New York	NY	70	100	
Barnes & Thornburg LLP	Indianapolis	IN	75	85	
BASF Corp.	Florham Park	NJ	100	100	
Basis Technologies	Chicago	IL	55		
Bass, Berry & Sims PLC	Nashville	TN	95	100	
Bath & Body Works LLC	Columbus	OH	95	100	435
Battelle Energy Alliance (Idaho National Laboratory)	Idaho Falls	ID	70	95	
Battelle Memorial Institute	Columbus	OH	100	100	
Baxter International Inc.	Deerfield	IL	60	100	292
BAYADA Home Health Care	Pennsauken Township	NJ	45		
Bayer U.S. LLC	Whippany	NJ	100	100	
BB OPC LLC	New York	NY	40	90	
BDO USA, PC	Chicago	IL	100		
Beacon Roofing Supply Inc.	Herndon	VA	0	0	478
Beam Suntory	Chicago	IL	100	100	
Becton, Dickinson and Co.	Franklin Lakes	NJ	95	100	173
Ben & Jerry's Homemade Inc.	South Burlington	VT	100	100	
Benchmark Senior Living LLC	Waltham	MA	20	65	
Berkeley Research Group LLC	Emeryville	CA	100	90	
Berkshire Bank	Boston	MA	90	100	
Berkshire Hathaway	Omaha	NE	0	0	7
Berry Appleman & Leiden LLP	Richardson	TX	30	80	
Berry Global, Inc.	Evansville	IN	5	20	271
Best Buy Co. Inc.	Richfield	MN	100	100	68
Big Lots	Columbus	OH	85	90	515
Biogen	Cambridge	MA	100	100	338
BioMarin Pharmaceutical Inc.	San Rafael	CA	100	100	
Bioventus Inc.	Durham	NC	50		
BJ's Wholesale Club	Westborough	MA	55	90	221
Black & Veatch Holding Inc.	Overland Park	KS	90	100	
Black Knight Inc.	Jacksonville	FL	55	95	
BlackLine, Inc.	Los Angeles	CA	90	70	
BlackRock	New York	NY	100	100	184
Blackstone Inc.	New York	NY	95	100	159
Blank Rome LLP	Philadelphia	PA	100	100	
Blend	San Francisco	CA	55	90	
Bloomberg LP	New York	NY	90	100	

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Blue Cross & Blue Shield of Rhode Island	Providence	RI	100	100	
Blue Cross and Blue Shield of Louisiana	Baton Rouge	LA	60	70	
Blue Cross Blue Shield Association	Chicago	IL	100	70	
Blue Cross Blue Shield of Florida Inc.	Jacksonville	FL	100	100	
Blue Cross Blue Shield of Massachusetts	Boston	MA	55	100	
Blue Cross Blue Shield of Michigan	Detroit	MI	80	85	
Blue Cross Blue Shield of Minnesota	Eagan	MN	100	100	
Blue Cross Blue Shield of North Carolina	Durham	NC	55	65	
Blue Shield of California	San Francisco	CA	70	100	
Blue Yonder, Inc.	Scottsdale	AZ	50		
BlueCross BlueShield of Tennessee	Chattanooga	TN	55	100	
BlueTriton Brands, Inc.	Stamford	CT	100	100	
BMC Software Inc.	Houston	TX	90	95	
BMO Financial Corp.	Chicago	IL	55	100	
BNP Paribas	New York	NY	65	100	
Bob Evans Farms Inc.	New Albany	OH	25	60	
Boehringer Ingelheim USA Corp.	Ridgefield	CT	90	100	
Boeing Co.	Arlingotn	VA	100	100	60
Boies Schiller Flexner LLP	New York	NY	100	100	
Boise Cascade Holdings LLC	Boise	ID	5		432
Booking Holdings Inc.	Norwalk	CT	90	90	340
Books-A-Million Inc.	Birmingham	AL	25	80	
Booz Allen Hamilton Inc.	McLean	VA	90	100	436
BorgWarner Inc.	Auburn Hills	MI	80	75	244
Boston Consulting Group	Boston	MA	100	100	
Boston Scientific Corp.	Marlborough	MA	100	100	319
Box Inc.	Redwood City	CA	95	100	
BP America Inc.	Houston	TX	95	100	
Bracewell LLP	Houston	TX	85	95	
Bradley Arant Boult Cummings LLP	Birmingham	AL	60	90	
Braze, Inc.	New York	NY	100		
Bread Financial Holdings, Inc.	Columbus	OH	85	90	
Bridge Investment Group Holdings LLC	Sandy	UT	100		
Bridgestone Americas Holding Inc.	Nashville	TN	75	90	
Bridgewater Associates LP	Westport	CT	95	100	
Bright Horizons	Newton	MA	70	90	
Brighthouse Financial, Inc.	Charlotte	NC	100	90	468
Brinker International Inc.	Dallas	TX	55	85	779
Bristol Myers Squibb	New York	NY	100	100	82
Broadcom Inc.	Irvine	CA	5	20	128
Broadridge Financial Solutions Inc.	Lake Success	NY	100	100	608
Brooks Sports Inc.	Seattle	WA	100	100	
Brown Advisory	Baltimore	MD	100	100	
Brown and Caldwell	Walnut Creek	CA	95	90	
Brown Brothers Harriman & Co.	New York	NY	90	100	
Brown Rudnick LLP	Boston	MA	100	100	
Brown-Forman Corp.	Louisville	KY	100	100	759

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Brownstein Hyatt Farber Schreck LLP	Denver	CO	80	100	
Bryan Cave Leighton Paisner LLP	St. Louis	MO	95	100	
Buchalter, a Professional Corporation	Los Angeles	CA	85	100	
Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	85	100	
Builders FirstSource Inc.	Dallas	TX	0	10	176
Burlington Northern Santa Fe Corp.	Fort Worth	TX	100	90	
Burlington Stores Inc.	Burlington	NJ	55	90	377
Burr & Forman LLP	Birmingham	AL	50	90	
C&S Wholesale Grocers Inc.	Keene	NH	100	100	
C. H. Robinson Worldwide	Eden Prairie	MN	70	75	154
Cadence Design Systems	San Jose	CA	100	100	834
Cadwalader, Wickersham & Taft LLP	New York	NY	100	100	
Caesars Entertainment Inc	Las Vegas	NV	100	100	335
Cahill Gordon & Reindel	New York	NY	35	95	
Caleres	St. Louis	MO	100	100	881
Cambia Health Solutions Inc.	Portland	OR	80	100	
Cambridge Associates LLC	Boston	MA	100	100	
Cambridge Trust	Burlington	MA	30	75	
Campbell Soup Company	Camden	NJ	70	90	409
Camping World Holdings Inc.	Lincolnshire	IL	5		475
CannonDesign	New York	NY	95	95	
Capgemini America, INC	Chicago	IL	100	100	
Capital Area Services Company, LLC (CASCI)	Charleston	WV	55	100	
Capital Group Companies Inc., The	Los Angeles	CA	95	100	
Capital Markets Company NV, The	New York	NY	100	100	
Capital One Financial Corp.	McLean	VA	100	100	108
Capri Holdings Limited	New York	NY	85	90	
Cardinal Health Inc.	Dublin	OH	100	100	15
CareFirst Inc.	Baltimore	MD	100	100	
CareSource	Dayton	OH	100	90	
Cargill Inc.	Wayzata	MN	100	100	
Cargo Transporters Inc.	Claremont	NC	100	100	
CarGurus, Inc.	Cambridge	MA	100	100	
Caribou Coffee Company Inc.	Minneapolis	MN	60	85	
Carlson Inc.	Minnetonka	MN	100	100	
Carlton Fields P.A.	Tampa	FL	60	100	
Carlyle Group LP, The	Washington	DC	100	100	398
CarMax Inc.	Richmond	VA	75	100	174
Carnival Corp.	Miami	FL	100	100	
Carrier Global Corporation	Palm Beach Gardens	FL	100	100	169
Carvana	Tempe	AZ	5		290
Casey's General Stores Inc.	Ankeny	IA	0	0	445
Catalent Pharma Solutions	Somerset	NJ	90		692
Catamorphic Inc. DBA LaunchDarkly	Oakland	CA	85		
Caterpillar Inc.	Deerfield	IL	40	75	73
CBRE Inc.	Los Angeles	CA	100	100	126
CDW Corp.	Vernon Hills	IL	85	100	166

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Celanese Corp.	Irving	TX	95	100	406
Cengage Learning Inc.	Mason	OH	95	100	
Centene Corp.	St. Louis	MO	100	100	26
CenterPoint Energy Inc.	Houston	TX	40	70	414
Ceridian HCM	Bloomington	MN	90		
Cetera Financial Group	El Segundo	CA	65	95	
CF Industries Holdings Inc.	Deerfield	IL	0		492
CGI	Fairfax	VA	100	100	
Chapman and Cutler LLP	Chicago	IL	100	100	
Charles River Laboratories International	Wilmington	MA	80		745
Charles Schwab & Co. Inc.	San Francisco	CA	100	100	188
Charter Communications	Stamford	CT	80	90	69
Checkr, Inc	San Francisco	CA	95		
Chemonics International Inc	Washington	DC	90	100	
Cheniere Energy, Inc.	Houston	TX	0		233
Chesapeake Energy	Oklahoma City	OK	50	70	535
Chevron Corp.	San Ramon	CA	100	100	16
Chevron Phillips Chemical	The Woodlands	TX	75		
Chewy, Inc.	Dania Beach	FL	0		394
CHG Healthcare Inc.	Midvale	UT	75	85	
Chico's FAS Inc.	Fort Myers	FL	35	75	
Chipotle Mexican Grill Inc.	Newport Beach	CA	100	100	450
Choate, Hall & Stewart LLP	Boston	MA	100	100	
Chobani	New Berlin	NY	100	100	
Choice Hotels International Inc.	Rockville	MD	90	100	
CHS Inc.	Inver Grove Heights	MN	0	10	95
Chubb Ltd.	Philadelphia	PA	95	100	
CIBC Bank USA	Chicago	IL	90	85	
Cimpres USA	Waltham	MA	90	100	
Cincinnati Financial Corp.	Fairfield	OH	0	20	367
Cintas Corp.	Cincinnati	OH	40	10	470
Circana	Chicago	IL	100	100	
Cisco Systems Inc.	San Jose	CA	95	100	74
Cision	Chicago	IL	50		
Citigroup Inc.	New York	NY	100	100	44
Citizens Financial Group	Providence	RI	100	100	473
CKE Restaurants Inc.	Franklin	TN	45	85	
Claire's Stores Inc.	Pembroke Pines	FL	100		
Clarivate, Plc	Chandler	AZ	80	75	
Cleary Gottlieb Steen & Hamilton LLP	New York	NY	100	100	
Clifford Chance US LLP	New York	NY	55	90	
Cliffs Natural Resources Inc.	Cleveland	OH	0		171
Clorox Co., The	Oakland	CA	85	100	459
Cloudera Inc.	Palo Alto	CA	40	70	
Cloudflare Inc	San Francisco	CA	80	100	
CME Group Inc.	Chicago	IL	100	100	636
CNA Financial Corporation	Chicago	IL	100	100	

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CNO Financial Group Inc.	Carmel	IN	100	100	682
CoBank	Greenwood Village	CO	85		
Coca-Cola Co., The	Atlanta	GA	100	100	93
Code42 Software Inc.	Minneapolis	MN	50	90	
Cognizant Technology Solutions Corp.	Teaneck	NJ	100	100	194
CohnReznick LLP	New York	NY	100		
Coinbase Inc.	San Francisco	CA	70	95	437
Colgate-Palmolive Co.	New York	NY	100	100	211
Collaborative Solutions, LLC	Reston	VA	45	80	
Colliers International Holdings (USA) Inc.	Seattle	WA	100		
Coloplast US	Minneapolis	MN	65	95	
Columbia Sportswear Company	Portland	OR	80		813
Comcast NBCUniversal	Philadelphia	PA	100	100	28
Comerica Inc.	Dallas	TX	100	100	825
Commerce Bank	Kansas City	MO	90	90	
Commercial Metals	Irving	TX	5	20	484
Commonwealth Equity Services, LLC dba Commonwealth Financial Network	Waltham	MA	95	70	
Commscope	Hickory	NC	5	20	405
Community Care Behavioral Health Organization	Pittsburgh	PA	100	100	
Community Health Systems, Inc.	Franklin	TN	5	10	304
Compass	New York	NY	0		495
Conagra Brands Inc.	Chicago	IL	80	100	331
Conduent Incorporated	Florham Park	NJ	95	100	678
ConocoPhillips	Houston	TX	90	100	77
Consolidated Edison, Inc.	New York	NY	50	85	276
Constellation Brands Inc.	Victor	NY	95	100	403
Constellation Energy Corporation	Baltimore	MD	85		
Consumers Energy	Jackson	MI	50	90	451
Convergys Corp.	Cincinnati	OH	40	90	
Cooley LLP	Palo Alto	CA	100	100	
CooperCompanies	San Ramon	CA	100	100	
CoreLogic	Irvine	CA	80	50	
Core-Mark Holding Company Inc.	Westlake	TX	25	80	
Cornerstone OnDemand Inc.	Santa Monica	CA	45	85	
Cornerstone Research	San Francisco	CA	100		
Corning	Corning	NY	100	100	263
Corteva Agriscience	Wilmington	DE	95	100	237
Cosmopolitan of Las Vegas, The	Las Vegas	NV	55	100	
Costco Wholesale Corp.	Issaquah	WA	20	60	11
Coty Inc.	New York	NY	100	95	554
Covington & Burling LLP	Washington	DC	100	100	
Cox Enterprises Inc.	Atlanta	GA	100	100	
Cozen O'Connor	Philadelphia	PA	75	100	
Cracker Barrel Old Country Store Inc.	Lebanon	TN	30	80	871
Crate and Barrel / CB2	Northbrook	IL	50	90	
Cravath, Swaine & Moore LLP	New York	NY	75	90	
Creative Artists Agency LLC	Los Angeles	CA	100		

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Criteo	New York	NY	70		
CrowdStrike Inc.	Austin	TX	100	100	
Crowe LLP	Chicago	IL	95		
Crowell & Moring LLP	Washington	DC	100	100	
Crowley Corporation	Jacksonville	FL	80		
Crown Holdings	Philadelphia	PA	8	20	286
Cruise	San Francisco	CA	100	75	
Crum & Forster	Morristown	NJ	85	95	
CSAA Insurance Group	Walnut Creek	CA	100	100	
CSG International	Englewood	CO	70		
CSX Corp.	Jacksonville	FL	70	75	298
Cubic Corporation	San Diego	CA	55	100	
Cue Health	San Diego	CA	100		
Cummins Inc.	Columbus	IN	100	100	149
CUNA Mutual Group	Madison	WI	100	100	602
Cushman & Wakefield	Chicago	IL	100	100	
CVS Health Corp.	Woonsocket	RI	100	100	4
Daimler Trucks North America LLC	Portland	OR	50	90	
Dana Inc.	Maumee	OH	80	65	391
Danaher Corp.	Washington	DC	95	100	118
Daniel J. Edelman Inc.	New York	NY	100	100	
Danone North America	White Plains	NY	100	100	
Darden Restaurants Inc.	Orlando	FL	100	100	465
Dataminr	New York	NY	90		
Davis Polk & Wardwell LLP	New York	NY	60	100	
Davis Wright Tremaine LLP	Seattle	WA	95	100	
DaVita Inc.	Denver	CO	60	85	323
Day & Zimmermann LLC	Philadelphia	PA	85	90	
Day Pitney LLP	Parsippany	NJ	85	100	
DCP Midstream Partners	Denver	CO	8	20	344
Debevoise & Plimpton LLP	New York	NY	100	100	
Dechert LLP	Philadelphia	PA	100	100	
Deere & Co.	Moline	IL	95	90	84
Del Monte Foods, Inc.	Walnut Creek	CA	100	100	
Delek US Holdings	Brentwood	TN	20	80	346
Dell Technologies Inc.	Round Rock	TX	100	100	31
Deloitte LLP	New York	NY	100	100	
Delta Air Lines Inc.	Atlanta	GA	35	85	113
Deluxe Corp.	Shoreview	MN	100	100	
Denny's Corp.	Spartanburg	SC	85	90	
Dentons US LLP	Washington	DC	100	100	
dentsu international	New York	NY	95	100	
Depository Trust & Clearing Corp., The	New York	NY	100	100	
Designer Brands	Columbus	OH	100	100	803
Deutsche Bank	New York	NY	90	100	
Devon Energy Corp.	Oklahoma City	OK	80	75	309
Diageo North America	Norwalk	CT	100	100	

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Diamondback Energy	Midland	TX	0		479
Dickinson Wright PLLC	Detroit	MI	100	100	
Dick's Sporting Goods, Inc.	Coraopolis	PA	100	95	307
Diebold Nixdorf, Incorporated	North Canton	OH	75	90	
Digitas	Boston	MA	65	100	
Dillard's Inc.	Little Rock	AR	0	20	488
Dinsmore & Shohl LLP	Cincinnati	OH	85	90	
Direct Energy	Houston	TX	70	90	
Discover Financial Services	Riverwoods	IL	100	100	281
Discovery Inc.	New York	NY	65	90	310
DISH Network Corp.	Englewood	CO	70	70	205
DLA Piper	Baltimore	MD	65	100	
Dollar General Corp.	Goodlettsville	TN	80	90	106
Dollar Tree, Inc.	Chesapeake	VA	85		137
Dominion Energy	Richmond	VA	95	100	257
Domino's Pizza Inc.	Ann Arbor	MI	100	90	662
DoorDash, Inc.	San Francisco	CA	100	100	621
Dorsey & Whitney LLP	Minneapolis	MN	100	100	
Dover Corp.	Downers Grove	IL	0	0	433
Dow	Midland	MI	100	100	64
Doximity, Inc.	San Francisco	CA	100	90	
DR Horton Inc.	Arlington	TX	5	20	124
Dropbox Inc.	San Francisco	CA	100	100	988
DTE Energy Co.	Detroit	MI	20	75	239
Duane Morris LLP	Philadelphia	PA	95	100	
Duke Energy Corp.	Charlotte	NC	100	100	145
Dun & Bradstreet Corp., The	Jacksonville	FL	100	100	987
Dupont de Nemours, Inc.	Wilmington	DE	100	100	213
DWS Investment MGT Americas Inc	New York	NY	95		
DXC Technology	Tysons	VA	90	60	207
Dykema Gossett PLLC	Detroit	MI	85	100	
E&J Gallo Winery	Modesto	CA	85	100	
EAB	Washington	DC	90	100	
Eastern Bank Corporation/Eastern Bankshares, Inc.	Boston	MA	100	100	
Eastman Chemical Co.	Kingsport	TN	100	100	349
Eastman Kodak Co.	Rochester	NY	100	100	
Eaton Corp.	Cleveland	OH	100	100	
eBay Inc.	San Jose	CA	100	100	301
Ecolab Inc.	St. Paul	MN	100	100	293
Edelman Financial Engines, LLC	Boston	MA	90	50	
Edison International	Rosemead	CA	90	100	243
Edward Jones	Des Peres	MO	100	100	303
Egon Zehnder International Inc.	New York	NY	100	100	
Electronic Arts Inc.	Redwood City	CA	100	100	552
Elevance Health	Indianapolis	IN	75		
Eli Lilly & Co.	Indianapolis	IN	100	100	122
EMCOR Group Inc.	Norwalk	CT	5	20	357

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EMD Serono, MilliporeSigma and EMD Electronics	Burlington	MA	100	100	
Emerson Electric Co.	St. Louis	MO	70	100	199
Emmis Communications Corporation	Indianapolis	IN	20	50	
Empower	Greenwood Village	CO	100	100	
Enbridge	Houston	TX	95	100	
Encova Insurance	Columbus	OH	30	80	
Energy Transfer Equity L.P.	Dallas	TX	0	20	54
Engie Impact	New York	NY	85		
ENGIE North America	Houston	TX	90	95	
EnLink Midstream	Dallas	TX	5	20	485
Energy Corp.	New Orleans	LA	70	90	321
Enterprise Community Partners	Columbia	MD	80	90	
Enterprise Holdings Inc.	St. Louis	MO	70	95	
Enterprise Products Partners LP	Houston	TX	0	10	89
EOG Resources	Houston	TX	0	20	193
Epic Systems Corporation	Verona	WI	100		
Epsilon Data Management LLC	Irving	TX	50	100	
Epstein Becker & Green PC	New York	NY	85	100	
EQT Corporation	Pittsburgh	PA	60	95	821
Equifax Inc.	Atlanta	GA	70		617
Equinix	Redwood City	CA	100	100	487
Equitable	New York	NY	95	100	336
Ericsson Inc	Plano	TX	100	100	
Erie Insurance Group	Erie	PA	75	90	368
Ernst & Young LLP	New York	NY	100	100	
Essendant	Deerfield	IL	65	70	
Essential Utilities, Inc.	Bryn Mawr	PA	40		
Estée Lauder Companies Inc., The	New York	NY	100	100	228
Esurance Inc.	San Francisco	CA	30	75	
Ethan Allen Interiors Inc.	Danbury	CT	45	75	
Etsy Inc.	Brooklyn	NY	100	100	953
Eurofins	Lancaster	PA	60	85	
Everbridge, Inc.	Burlington	MA	75	60	
Eversheds Sutherland (US) LLP	Atlanta	GA	100	100	
Eversource Energy	Springfield	MA	45	90	358
Evertec Group, LLC	San Juan	PR	10		
Evolent Health Inc.	Arlington	VA	85	100	
Excellus Health Plan Inc.	Rochester	NY	85	90	
Exelon Corp.	Chicago	IL	85	100	99
Expedia Group	Seattle	WA	90	100	404
Expeditors International of Washington Inc.	Seattle	WA	0	10	225
Experian North America	Costa Mesa	CA	100	100	
Extreme Networks	San Jose	CA	90		
Exxon Mobil Corp.	Irving	TX	70	85	6
F5 Networks Inc.	Seattle	WA	45	80	908
Factor Systems, LLC dba Billtrust	Trenton	NJ	100		
Factory Mutual Insurance Co.	Johnston	RI	0	0	418

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FactSet Research Systems Inc.	Norwalk	CT	95	100	
Faegre Drinker Biddle & Reath LLP	Chicago	IL	95	100	
Farmers Insurance Group	Woodland Hills	CA	100	100	264
Federal Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	100	100	56
Federal National Mortgage Association (Fannie Mae)	Washington	DC	100	100	33
Federal Reserve Bank of Atlanta	Atlanta	GA	100	100	
Federal Reserve Bank of Boston	Boston	MA	95	100	
Federal Reserve Bank of Chicago	Chicago	IL	100	100	
Federal Reserve Bank of Cleveland	Cleveland	OH	100	100	
Federal Reserve Bank of Dallas	Dallas	TX	100	100	
Federal Reserve Bank of Kansas City	Kansas City	MO	95	100	
Federal Reserve Bank of Minneapolis	Minneapolis	MN	100	100	
Federal Reserve Bank of New York	New York	NY	100	100	
Federal Reserve Bank of Philadelphia	Philadelphia	PA	100	100	
Federal Reserve Bank of Richmond	Richmond	VA	100	100	
Federal Reserve Bank of San Francisco	San Francisco	CA	55	100	
Federal Reserve Bank of St Louis	Saint Louis	MO	100	100	
FedEx Corp.	Memphis	TN	70	85	39
Fenwick & West LLP	Mountain View	CA	100	100	
Ferguson Enterprises	Newport News	VA	80		
Fermi National Accelerator Laboratory	Batavia	IL	60		
Ferrara Candy Company	Chicago	IL	85		
Fidelity Investments	Boston	MA	100	85	
Fidelity National Financial Corp.	Jacksonville	FL	5	20	238
Fidelity National Information Services Inc.	Jacksonville	FL	100	100	268
Fifth Third Bancorp	Cincinnati	OH	100	100	415
Financial Industry Regulatory Authority Inc.	Washington	DC	90	100	
Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	60	100	
Firmenich Inc.	Plainsboro	NJ	45	80	
First American Financial Corp.	Santa Ana	CA	100	100	383
First Horizon Corporation	Memphis	TN	35	75	794
FirstEnergy Corp.	Akron	OH	55	90	343
Firstsource Group USA, Inc.	Louisville	KY	35		
Fiserv Inc.	Brookfield	WI	95	100	227
Fish & Richardson PC	Boston	MA	95	100	
Fisher & Phillips LLP	Atlanta	GA	100	100	
Fitch Group Inc	New York	NY	100	100	
Flagstar Bancorp Inc.	Troy	MI	30	80	
FLEETCOR Technologies Inc.	Atlanta	GA	65		
Fleishman-Hillard Inc.	St. Louis	MO	90	100	
Fluor Corp.	Irving	TX	55	80	259
FMC Corp.	Philadelphia	PA	100	100	603
Foley & Lardner LLP	Milwaukee	WI	100	100	
Foley Hoag LLP	Boston	MA	100	100	
Food Lion LLC	Salisbury	NC	100	100	
Foot Locker Inc.	New York	NY	95	90	390
Ford Motor Co.	Dearborn	MI	100	90	22

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Fortive Corp.	Everett	WA	100	100	579
Fortune Brands Home & Security Inc.	Deerfield	IL	0	10	444
Fossil Group Inc.	Richardson	TX	90	100	
Fox Corporation	New York	NY	90	75	287
Fox Rothschild LLP	Philadelphia	PA	95	100	
Franklin Templeton Investments	San Mateo	CA	90	100	411
Fredrikson & Byron	Minneapolis	MN	100	100	
Freeport-McMoRan Copper & Gold Inc.	Phoenix	AZ	0	0	157
Fresenius Medical Care AG & Co. KGaA.	Waltham	MA	80		
Fried, Frank, Harris, Shriver & Jacobson LLP	New York	NY	100	100	
Frontier Communications	Norwalk	CT	5	20	499
Frost Brown Todd LLC	Cincinnati	OH	100	100	
Fujitsu America, Inc.	Richardson	TX	100	100	
Galloway, Johnson, Tompkins, Burr & Smith PLC	New Orleans	LA	90	90	
GameStop Corp.	Grapevine	TX	60	100	526
Gannett Co. Inc.	McLean	VA	100	100	801
Gap Inc.	San Francisco	CA	95	100	220
Gartner Inc.	Stamford	CT	100	100	633
Gastronomy Inc.	Salt Lake City	UT	15	30	
GE Appliances	Louisville	KY	100	100	
GE Healthcare Technologies Inc.	Chicago	IL	85		
Gen Digital Inc.	Mountain View	CA	65	100	917
Genentech Inc.	South San Francisco	CA	100	100	
General Dynamics Corp.	Falls Church	VA	25	60	94
General Electric Co.	Boston	MA	85	90	48
General Mills Inc.	Minneapolis	MN	100	100	201
General Motors Co.	Detroit	MI	100	90	25
Genesco Inc.	Nashville	TN	100	100	931
Genuine Parts Co.	Atlanta	GA	0	20	191
Genworth Financial Inc.	Richmond	VA	80	100	434
Gerson Lehrman Group Inc	New York	NY	100	100	
Ghirardelli Chocolate Company	San Leandro	CA	90		
Giant Eagle Inc.	Pittsburgh	PA	100	100	
Giant of Maryland LLC	Landover	MD	100	100	
Gibson, Dunn & Crutcher LLP	Los Angeles	CA	95	100	
Gilbane Building Company	Providence	RI	100	90	
Gilead Sciences Inc.	Foster City	CA	100	100	129
GlassBridge Enterprises, Inc.	Oakdale	MN	15	30	
Global Partners	Waltham	MA	0	0	280
Global Payments Inc.	Atlanta	GA	100	100	407
GlobalFoundries US Inc.	Malta	NY	100		
GODADDY Inc.	Scottsdale	AZ	85	100	712
Goldman Sachs Group Inc., The	New York	NY	100	100	57
Goodwin Procter LLP	Boston	MA	100	100	
Google Inc.	Mountain View	CA	100	100	8
Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	100	100	
Goto Group, Inc.	Boston	MA	85	90	

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Goulston & Storrs	Boston	MA	100	100	
Government Employees Health Association, Inc.	Lee's Summit	MO	100	90	
Grant Thornton LLP	Chicago	IL	100	100	
Grantham, Mayo, Van Otterloo & Co. (GMO) LLC	Boston	MA	100	100	
Graphic Packaging International, LLC	Atlanta	GA	0	20	466
Graybar Electric Company Inc.	St. Louis	MO	0	20	399
Great River Energy	Maple Grove	MN	100	100	
Greenberg Traurig LLP	New York	NY	100	100	
GreenPath Inc.	Farmington Hills	MI	45	85	
Groupon Inc.	Chicago	IL	70	100	
GSK plc.	Research Triangle Park	NC	85	100	
Guardian Life Insurance Co. of America, The	New York	NY	100	100	247
Guess? Inc.	Los Angeles	CA	80	90	911
Guidehouse	Washington	DC	50	100	
Guild Education, Inc.	Denver	CO	95		
Gusto, Inc.	San Francisco	CA	70	95	
GXO Logistics	Greenwich	CT	0		430
H&R Block Inc.	Kansas City	MO	100	100	741
Hachette Book Group	New York	NY	85	90	
Hain Celestial Group Inc., The	Lake Success	NY	40	80	
Halliburton Co.	Houston	TX	0	20	241
Hallmark Cards Inc.	Kansas City	MO	85	100	
Hanesbrands Inc.	Winston-Salem	NC	60	90	458
Hannaford Supermarkets	Scarborough	ME	100	100	
Hanover Insurance Group Inc., The	Worcester	MA	100	100	583
Harley-Davidson Inc.	Milwaukee	WI	45	80	572
Hartford Financial Services Group Inc., The	Hartford	CT	100	100	160
Hasbro Inc.	Pawtucket	RI	70	100	496
Hawaiian Airlines Inc.	Honolulu	HI	75	80	
Haynes and Boone LLP	Dallas	TX	85	100	
HCA Healthcare Inc.	Nashville	TN	85	90	62
HCL Technologies Ltd.	Santa Clara	CA	60	90	
Health Catalyst	South Jordan	UT	70		
Health Care Service Corp.	Chicago	IL	100	100	
HealthEquity, Inc.	Draper	UT	80	85	
Hearst Corp., The	New York	NY	95	100	
Henkel Corporation	Rocky Hill	CT	90	95	
Henry Schein Inc.	Melville	NY	100	100	299
HERE North America LLC	Chicago	IL	55	100	
Herrick Feinstein LLP	New York	NY	60	95	
Hershey Co., The	Hershey	PA	100	100	388
Hertz Global Holdings Inc.	Estero	FL	90	100	462
Hess Corp.	New York	NY	90	100	447
Hewlett Packard Enterprise Co.	San Jose	CA	100	100	123
Highmark Blue Cross Blue Shield Delaware	Wilmington	DE	100	100	
Highmark Inc.	Pittsburgh	PA	100	100	
Highmark West Virginia	Parkersburg	WV	100	100	

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Hilti Inc.	Plano	TX	65	100	
HILTON	McLean	VA	100	100	538
Hinshaw & Culbertson LLP	Chicago	IL	100	100	
Hitachi Vantara	Santa Clara	CA	95	100	
HKS INC.	Dallas	TX	100	70	
Hogan Lovells US LLP	Washington	DC	100	100	
Holland & Hart LLP	Denver	CO	100	100	
Holland & Knight LLP	Miami	FL	100	100	
HollyFrontier Corp.	Dallas	TX	8	20	197
Home Depot Inc., The	Atlanta	GA	45	90	17
Honeywell International Inc.	Charlotte	NC	100	85	105
Horizon Blue Cross Blue Shield of New Jersey	Newark	NJ	90	100	
Horizon Media Inc.	New York	NY	85	75	
Hormel Foods Corp.	Austin	MN	100	95	327
Host Hotels & Resorts Inc.	Bethesda	MD	60	80	856
Houghton Mifflin Harcourt Co.	Boston	MA	90	100	
Howard & Howard Attorneys PLLC	Royal Oak	MI	60	80	
Howmet Aerospace	Pittsburgh	PA	85	100	
HP Inc.	Palo Alto	CA	90	100	59
HSBC USA	New York	NY	100	100	
Hughes Hubbard & Reed LLP	New York	NY	85	90	
Humana Inc.	Louisville	KY	100	100	40
Huntington Bancshares Inc.	Columbus	OH	100	100	521
Huntington Ingalls Industries	Newport News	VA	80	90	370
Hunton Andrews Kurth LLP	Richmond	VA	90	100	
Huron Consulting Group Inc.	Chicago	IL	100	100	
Husch Blackwell LLP	St. Louis	MO	100	100	
Hyatt Hotels Corp.	Chicago	IL	100	100	824
Hyland Software Inc.	Westlake	OH	80	85	
Hypertherm Inc.	Hanover	NH	70	75	
Hyundai Motor America	Fountain Valley	CA	55	100	
Hye Solutions Corporation	Fremont	CA	100	100	
IAC Inc.	New York	NY	85	100	709
IBM Corp.	Armonk	NY	100	100	49
Icahn Enterprises LP	New York	NY	0	0	328
Ice Miller LLP	Indianapolis	IN	90	100	
ICF	Fairfax	VA	55	90	
IGT	Providence	RI	100	100	
iHeartMedia Inc.	San Antonio	TX	45	75	742
IHG Hotels & Resorts	Atlanta	GA	100	100	
IKEA Holding US Inc.	Conshohocken	PA	85	100	
Illinois Tool Works Inc.	Glenview	IL	100	100	252
illumina	San Diego	CA	90	100	651
Impellam North America	Atlanta	GA	40		
Impossible Foods	Redwood City	CA	100	100	
Indeed Inc.	Austin	TX	100	100	
Infoblox	Santa Clara	CA	45		

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Informa PLC	Sarasota	FL	90	90	
Infosys Limited Inc.	Richardson	TX	100	100	
Ingersoll-Rand Company	Davidson	NC	50	90	550
Ingram Micro	Irvine	CA	95	100	
Ingredion Inc.	Westchester	IL	100	95	476
Inmar, Inc.	Winston Salem	NC	30	70	
Insight Enterprises Inc.	Chandler	AZ	100	100	373
Instacart	San Francisco	CA	100	100	
Integral Ad Science, Inc.	New York	NY	60	100	
Intel Corp.	Santa Clara	CA	100	100	46
Intercontinental Exchange	Atlanta	GA	5	20	384
International Flavors & Fragrances	New York	NY	85	100	322
Interpublic Group of Companies Inc.	New York	NY	100	100	353
Intuit Inc.	Mountain View	CA	100	100	366
Invesco Ltd.	Atlanta	GA	70	100	
Invitation Homes	Dallas	TX	75	80	
IQVIA Holdings	Durham	NC	5	10	269
Iron Mountain Inc.	Boston	MA	90	100	652
J. Crew Group, LLC	New York	NY	70	100	
J. M. Smucker Co.	Orrville	OH	100	95	426
J.B. Hunt Transport	Lowell	AR	45	75	311
J.C. Penney Co. Inc.	Plano	TX	80	90	
Jabil Circuit Inc.	St. Petersburg	FL	5	20	119
Jackson Financial Inc	Lansing	MI	70	90	395
Jackson Lewis PC	New York	NY	100	100	
Jacobs Engineering Group Inc.	Dallas	TX	100	100	262
Janus Henderson Investors	Denver	CO	100	100	
Jefferies Group	New York	NY	5		387
Jenner & Block LLP	Chicago	IL	100	100	
JetBlue Airways Corp.	Long Island City	NY	70	90	523
JLL	Chicago	IL	90	100	185
John Hancock Financial Services Inc.	Boston	MA	85	100	
John Wiley & Sons Inc.	Hoboken	NJ	90	100	
Johnson & Johnson	New Brunswick	NJ	100	100	37
Johnson Controls Inc.	Milwaukee	WI	100	100	
Johnson Financial Group	Racine	WI	100	100	
JPMorgan Chase & Co.	New York	NY	100	100	24
JSX	Dallas	TX	100	100	
K&L Gates LLP	Pittsburgh	PA	100	100	
Kaiser Permanente	Oakland	CA	95	100	
Kantar LLC	New York	NY	80	95	
Katten Muchin Rosenman LLP	Chicago	IL	100	100	
KB Home	Los Angeles	CA	15	30	543
KBR Inc.	Houston	TX	5	20	460
Kearney	Chicago	IL	100	100	
Kelley Drye & Warren LLP	New York	NY	90	100	
Kellogg Co.	Battle Creek	MI	100	100	258

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Kelly Services Inc.	Troy	MI	75	100	618
Kenneth Cole Productions Inc.	New York	NY	30	90	
Kering Americas Inc.	New York	NY	85	100	
Keurig Dr Pepper Inc.	Frisco	TX	100	100	296
KeyCorp	Cleveland	OH	100	100	449
Keysight Technologies	Santa Rosa	CA	75		614
Kilpatrick Townsend & Stockton LLP	Atlanta	GA	85	100	
Kimberly-Clark Corp.	Irving	TX	100	100	182
Kimco Realty Corp.	Jericho	NY	100	100	
Kin + Carta	Chicago	IL	80	90	
Kinder Morgan Inc.	Houston	TX	5	20	223
King & Spalding LLP	Atlanta	GA	100	100	
Kirkland & Ellis LLP	Chicago	IL	100	100	
KKR & Co. LP	New York	NY	100	100	138
KLA Corporation	Milpitas	CA	10	30	474
Kobre & Kim	New York	NY	100	100	
Kohler Co.	Kohler	WI	100	90	
Kohl's Corp.	Menomonee Falls	WI	95	100	183
Komatsu Mining Corp.	Milwaukee	WI	60	90	
Korn Ferry	Los Angeles	CA	100	100	
KPMG LLP	New York	NY	100	100	
Kraft Heinz Company, The	Chicago	IL	100	100	139
Kramer Levin Naftalis & Frankel LLP	New York	NY	90	100	
Kroger Co., The	Cincinnati	OH	85	100	21
Kroll, LLC	New York	NY	100	90	
Kutak Rock LLP	Omaha	NE	100	100	
L.L. Bean Inc.	Freeport	ME	90	90	
L3 Harris Technologies	Melbourne	FL	100	100	206
Laboratory Corporation of America Holdings	Burlington	NC	85	100	230
Laclede Group Inc., The	St. Louis	MO	15	60	
Lam Research Corp.	Fremont	CA	100	100	250
Land O'Lakes Inc.	Arden Hills	MN	75	100	232
Lands' End, Inc.	Dodgeville	WI	90		
Landstar System, Inc.	Jacksonville	FL	5		491
Lane Powell PC	Seattle	WA	100	100	
Las Vegas Sands Corp.	Las Vegas	NV	40	85	567
Latham & Watkins LLP	New York	NY	95	100	
Lathrop GPM	Kansas City	MO	95	95	
Lear Corp.	Southfield	MI	35	90	186
Leidos Holdings	Reston	VA	95	95	274
LendingClub	San Francisco	CA	90	100	
Lendlease Americas Inc.	New York	NY	90	100	
Lennar Corp.	Miami	FL	8	20	131
Lenovo Inc (U.S.)	Morrisville	NC	90	100	
Leo Burnett Company Inc.	Chicago	IL	55	100	
Leslie's Inc.	Phoenix	AZ	90		
Levi Strauss & Co.	San Francisco	CA	100	100	540

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			2023 CEI Rating	2022 CEI Rating	Fortune 1000
Lexmark International Inc.	Lexington	KY	100	100	
Liberty Media Corp.	Englewood	CO	5	20	326
Liberty Mutual Group	Boston	MA	100	100	78
Lidl US	Arlington	VA	55	80	
Lincoln National Corp.	Radnor	PA	100	100	187
Linde	Danbury	CT	65	90	
LinkedIn	Sunnyvale	CA	100	100	
Linklaters	New York	NY	65		
Lions Gate Entertainment Corp.	Santa Monica	CA	90	100	
Lithia Motors, Inc.	Medford	OR	5	20	158
Littler Mendelson PC	San Francisco	CA	100	100	
Live Nation Entertainment Inc.	Beverly Hills	CA	90	100	508
LIXIL Americas	Piscataway	NJ	45		
LKQ Corp.	Chicago	IL	90	55	283
Locke Lord LLP	Dallas	TX	85	100	
Lockheed Martin Corp.	Bethesda	MD	100	100	55
Loeb & Loeb LLP	Los Angeles	CA	100	100	
Loews Corp.	New York	NY	20	55	246
Logitech	Newark	CA	60		
Lord, Abbett & Co. LLC	Jersey City	NJ	100	100	
L'Oréal USA Inc.	New York	NY	85	100	
Lowenstein Sandler LLP	New York	NY	100	100	
Lowe's Companies Inc.	Mooresville	NC	100	100	35
LPL Financial Holdings Inc.	Boston	MA	100	100	442
Lubrizol Corp.	Wickliffe	OH	75	85	
Lumen Technologies	Monroe	LA	100	100	179
Lumentum Operations LLC	San Jose	CA	30		
Lyft Inc.	San Francisco	CA	100	100	800
M&T Bank Corp.	Buffalo	NY	95	100	519
Macmillan Learning	New York	NY	100	100	
Macmillan Publishing Group	New York	NY	80	100	
Macquarie Group Ltd.	New York	NY	100	100	
Macy's Inc.	Cincinnati	OH	100	100	144
Mallinckrodt LLC	Hazelwood	MO	100	100	
Manatt, Phelps & Phillips LLP	Los Angeles	CA	95	100	
ManpowerGroup	Milwaukee	WI	100	100	167
Marathon Oil Corp.	Houston	TX	25	60	569
Marathon Petroleum Corp.	Findlay	OH	100	100	19
Markel Corporation	Glen Allen	VA	5	20	289
Marriott International Inc.	Bethesda	MD	100	100	270
Mars Inc.	Hackettstown	NJ	100	100	
Marsh & McLennan Companies Inc.	New York	NY	100	100	190
Masco Corp.	Livonia	MI	75	90	413
Massachusetts Mutual Life Insurance Co.	Springfield	MA	100	100	100
MasTec Inc.	Coral Gables	FL	5	10	429
Mastercard	Purchase	NY	100	100	177
Match Group, Inc.	Dallas	TX	85	100	836

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Mathematica Policy Research	Princeton	NJ	100	95	
Mattel Inc.	El Segundo	CA	100	100	570
Mayer Brown LLP	Chicago	IL	85	100	
McCarter & English LLP	Newark	NJ	70	85	
McCormick & Company Inc.	Hunt Valley	MD	55	90	505
McDermott Will & Emery LLP	Chicago	IL	100	100	
McDonald's Corp.	Chicago	IL	100	100	152
McGraw Hill LLC	New York	NY	100	100	
McGuireWoods LLP	Richmond	VA	60	95	
McKesson Corp.	Irving	TX	100	100	9
McKinsey & Co. Inc.	New York	NY	100	100	
McKinstry Co. LLC	Seattle	WA	100		
Medallia Inc.	Pleasanton	CA	100	100	
Medidata Solutions Inc.	New York	NY	80	100	
Medtronic PLC	Minneapolis	MN	100	100	
Meijer Inc.	Grand Rapids	MI	100	100	
Mercedes-Benz Financial Services USA LLC (MBFS)	Farmington Hills	MI	75	90	
Merck	Rahway	NJ	95	100	71
MERGE	Chicago	IL	85	95	
Mesirow Financial Holdings Inc.	Chicago	IL	90	100	
Messer North America, Inc.	Bridgewater Township	NJ	100		
Meta Platforms, Inc.	Menlo Park	CA	100	100	27
MetLife Inc.	New York	NY	95	100	50
MFS Investment Management	Boston	MA	90		
MGM Resorts International	Las Vegas	NV	85	100	364
Michael Best & Friedrich LLP	Milwaukee	WI	100	100	
Michael Page International Inc	New York	NY	100	100	
Michelin North America Inc.	Greenville	SC	95		
Micron Technology Inc.	Boise	ID	100	100	127
Microsoft Corp.	Redmond	WA	100	100	14
Milbank LLP	New York	NY	100	100	
MillerKnoll	Zeeland	MI	100	100	
Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC	Boston	MA	100	100	
Moderna Inc.	Cambridge	MA	100	95	195
Modernizing Medicine, Inc.	Boca Raton	FL	25	85	
Molina Healthcare Inc.	Long Beach	CA	70	40	125
Molson Coors Beverage Company	Chicago	IL	100	100	352
Momentive	San Mateo	CA	100	95	
Mondelez International Inc.	Chicago	IL	95	100	121
Montgomery McCracken Walker & Rhoads LLP	Philadelphia	PA	65	100	
Moody's Corp.	New York	NY	100	100	512
Moore & Van Allen PLLC	Charlotte	NC	100	100	
Morgan Stanley	New York	NY	100	100	61
Morgan, Lewis & Bockius LLP	Philadelphia	PA	100	100	
Morningstar Inc.	Chicago	IL	100	100	
Morris, Manning & Martin LLP	Atlanta	GA	100	100	
Morrison & Foerster LLP	San Francisco	CA	100	100	

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Mosaic Co.	Tampa	FL	90	100	305
Motive Inc.	San Francisco	CA	75	95	
Motorola Solutions Inc.	Chicago	IL	95	100	423
MSL	New York	NY	70	100	
Munger, Tolles & Olson LLP	Los Angeles	CA	100	100	
Munich-American Holding Corporation	Princeton	NJ	85	75	
Murphy USA	Ei Dorado	AR	5	20	240
Mutual of Omaha Insurance	Omaha	NE	70	90	324
NASDAQ Inc.	New York	NY	100	100	532
National Cable Communications LLC dba Ampersand	New York	NY	30	70	
National Fuel Gas Company	Williamsville	NY	75		
National Grid USA	Waltham	MA	100	100	
National Railroad Passenger Corporation	Washington	DC	100	90	
Nationwide	Columbus	OH	100	100	80
Navient	Wilmington	DE	65	90	761
Navistar International Corp.	Lisle	IL	20	80	
NCR Corp.	Atlanta	GA	95	100	466
Nelson Mullins Riley & Scarborough LLP	Columbia	SC	70	90	
Nestle Health Science	Hoboken	NJ	100	100	
Nestlé Purina PetCare Co.	St. Louis	MO	100	100	
Nestlé USA Inc.	Arlington	VA	100	100	
NetApp Inc.	San Jose	CA	85	100	542
Netflix Inc.	Los Gatos	CA	65	100	115
Neuberger Berman Group LLC	New York	NY	100	100	
New Belgium Brewing Company	Fort Collins	CO	100	100	
New Relic Inc.	San Francisco	CA	55	95	
New York Life Insurance Company	New York	NY	100	100	72
New York Times Co.	New York	NY	25	65	
Newell Brands Inc.	Atlanta	GA	100	100	348
Newfront Insurance Holdings, Inc.	San Francisco	CA	95		
Newmark Group Inc.	New York	NY	65	60	854
Newmont Corp.	Denver	CO	80	95	308
News Corp.	New York	NY	5	20	374
NextEra Energy Inc.	Juno Beach	FL	20	50	215
NextGen Healthcare Inc.	Atlanta	GA	80	80	
NextRoll, Inc.	San Francisco	CA	40		
NFP	New York	NY	45	90	
Nielsen	New York City	NY	100	100	
NielsenIQ	Chicago	IL	50	100	
Nike Inc.	Beaverton	OR	100	100	83
Nissan North America Inc.	Franklin	TN	90	90	
Nixon Peabody LLP	Boston	MA	100	100	
Nokia Inc.	Irving	TX	70	100	
Nomura	New York	NY	100	100	
Nordic Consulting Partners, Inc.	Madison	WI	45	95	
Nordstrom Inc.	Seattle	WA	100	100	245
Norfolk Southern Corp.	Atlanta	GA	50	75	332

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North Highland	Atlanta	GA	80	95	
Northern Trust Corp.	Chicago	IL	100	100	493
Northfield Park Associates, LLC	Northfield	OH	30	55	
Northrop Grumman Corp.	Falls Church	VA	100	100	101
Northwestern Mutual Life Insurance	Milwaukee	WI	100	100	97
Norton Rose Fulbright	Houston	TX	95	100	
Novartis Pharmaceuticals Corporation	East Hanover	NJ	85	100	
Novo Nordisk Inc.	Plainsboro	NJ	100	95	
NRG Energy Inc.	Houston	TX	55	75	133
NTT DATA Services, LLC	Plano	TX	95	100	
Nuance Communications	Burlington	MA	65	100	
Nucor Corp.	Charlotte	NC	0	0	98
Numerator	Chicago	IL	100	85	
nVent Electric PLC	Minneapolis	MN	50	75	
NVIDIA Corp.	Santa Clara	CA	95	100	134
NVR Inc.	Reston	VA	0	20	389
Oaktree Capital Management LP	Los Angeles	CA	70	100	
Occidental Petroleum	Houston	TX	0	20	135
Ocean Spray Cranberries Inc.	Lakeville-Middleboro	MA	90	100	
Ogilvy Group Inc., The	New York	NY	55	100	
Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	90	100	
O-I Glass	Perrysburg	OH	50	50	501
Okta Inc.	San Francisco	CA	85		
Old National Bank	Evansville	IN	55	90	
Old Republic International	Chicago	IL	0	20	376
Olin Corporation	Clayton	MO	0	20	393
Olympus Corporation of the Americas	Center Valley	PA	90	90	
O'Melveny & Myers LLP	Los Angeles	CA	100	100	
Omnicom Group	New York	NY	100	100	255
ONE Gas Inc.	Tulsa	OK	55	40	
ONEOK Inc.	Tulsa	OK	75	100	224
Opendoor Technologies	Tempe	AZ	0		425
Options Clearing Corporation	Chicago	IL	90		
Oracle Corp.	Austin	TX	100	100	91
O'Reilly Automotive Inc.	Springfield	MO	0	0	279
Organon	Jersey City	NJ	85		
Orrick, Herrington & Sutcliffe LLP	New York	NY	100	100	
Oscar Health, Inc.	New York	NY	55	95	
Oshkosh Corporation	Oshkosh	WI	100	95	428
Otis Worldwide Corporation	Farmington	CT	80	100	254
Otsuka America Pharmaceutical, Inc	Rockville	MD	80		
Overstock.com Inc.	Midvale	UT	75	85	883
Ovintiv USA Inc.	Denver	CO	0	20	400
Owens Corning	Toledo	OH	85	100	408
Paccar Inc.	Bellevue	WA	0	20	151
Pacific Life Insurance Co.	Newport Beach	CA	80	95	266
Packaging Corporation of America	Lake Forest	IL	0	20	441

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			2023 CEI Rating	2022 CEI Rating	Fortune 1000
Palo Alto Networks	Santa Clara	CA	85	95	666
Panasonic Corporation of North America	Newark	NJ	100		
Panera Bread Co.	St. Louis	MO	90	85	
Papa John's International Inc.	Atlanta	GA	70	100	
Paramount	New York	NY	100	100	
Paramount Global	New York	NY	5		116
Parexel International Corp.	Newton	MA	80	80	
Pariveda Solutions Inc.	Dallas	TX	90	95	
Parker Hannifin Corp.	Cleveland	OH	5	20	253
Parsons Corporation	Centreville	VA	100	100	733
Patagonia Inc.	Ventura	CA	70	95	
Patterson Belknap Webb & Tyler LLP	New York	NY	70	100	
Patterson Companies (Patterson Dental Supply)	St. Paul	MN	60	70	529
Paul Hastings LLP	Los Angeles	CA	100	100	
Paul, Weiss, Rifkind, Wharton & Garrison LLP	New York	NY	95	90	
PayPal Holdings Inc.	San Jose	CA	100	100	143
PBF Energy	Parsippany	NJ	5	20	130
Peabody	St. Louis	MO	40	75	781
Peapod Digital Labs LLC	Chicago	IL	90	100	
Pearson	Hoboken	NJ	90	90	
Pegasystems	Cambridge	MA	85	95	
Peloton Interactive Inc.	New York	NY	100	100	689
Penske Automotive Group Inc.	Bloomfield Hills	MI	5	20	142
PepsiCo Inc.	Purchase	NY	100	100	45
Performance Food Group Co.	Richmond	VA	5	20	112
Perkins and Will Inc.	Chicago	IL	100	100	
Perkins Coie LLP	Seattle	WA	100	100	
Pernod Ricard USA LLC	New York	NY	100	100	
Petco Health & Wellness, Inc.	San Diego	CA	95	80	536
Peter Kiewit Sons' Inc.	Omaha	NE	5	10	313
PetSmart LLC	Phoenix	AZ	100	90	
Pfizer Inc.	New York	NY	100	100	43
PG&E Corp.	Oakland	CA	85	100	168
PGA TOUR, Inc.	Ponte Vedra Beach	FL	100	95	
Philip Morris International Inc.	Stamford	CT	70	100	110
Philips	Cambridge	MA	90	100	
Phillips 66	Houston	TX	100	100	29
Pillsbury Winthrop Shaw Pittman LLP	New York	NY	100	100	
PIMCO LLC	Newport Beach	CA	100	100	
Pinnacle West Capital	Phoenix	AZ	50	85	716
Pinnacol Assurance	Denver	CO	45		
Pinterest Inc.	San Francisco	CA	70	100	913
Pioneer Natural Resources, USA Inc.	Irving	TX	90	90	248
Piper Sandler & Co.	Minneapolis	MN	100	100	
Pitney Bowes Inc.	Stamford	CT	100	100	729
Plains GP Holdings	Houston	TX	5	20	88
PNC Financial Services Group Inc., The	Pittsburgh	PA	95	100	178

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PNM Resources Inc.	Albuquerque	NM	20	45	
Point B, Inc.	Seattle	WA	95	85	
Point32health, Inc.	Canton	MA	100		
Polaris Industries Inc.	Medina	MN	0	10	419
Polsinelli	Kansas City	MO	90	100	
Porter Wright Morris & Arthur LLP	Columbus	OH	85	90	
Portland General Electric Co.	Portland	OR	100	100	942
PPG Industries Inc.	Pittsburgh	PA	100	100	218
PPL Corp.	Allentown	PA	90	100	469
PricewaterhouseCoopers LLP	New York	NY	100	100	
Prime Therapeutics, LLC	Eagan	MN	50	100	
Principal Financial Group	Des Moines	IA	90	100	256
Privilege Underwriters Reciprocal Exchange (PURE Insurance)	White Plains	NY	25	80	
Procter & Gamble Co.	Cincinnati	OH	100	100	47
Progressive Corp., The	Mayfield Village	OH	85	85	79
Prologis, Inc. (PLD)	San Francisco	CA	45		629
PROS	Houston	TX	55	95	
Proskauer Rose LLP	New York	NY	100	100	
Prudential Financial Inc.	Newark	NJ	100	100	51
Prysmian Cables and Systems USA, LLC	Highland Heights	KY	95		
PTC Inc	Boston	MA	95	100	
Public Consulting Group LLC	Boston	MA	55		
Public Service Enterprise Group	Newark	NJ	85	90	362
Publicis Health	New York	NY	70	100	
Publicis Media	New York	NY	95	100	
Publicis NY	New York	NY	60	100	
Publicis Sapient	Boston	MA	85	100	
Publix Super Markets Inc.	Lakeland	FL	0	0	76
PulteGroup Inc.	Atlanta	GA	40	85	267
Pure Storage Inc.	Mountain View	CA	95	95	984
PVH Corp.	New York	NY	80	100	385
Pyxus International, Inc.	Morrisville	NC	15	30	
QIAGEN LLC	Germantown	MD	100	100	
Quaintance-Weaver Management LLC	Greensboro	NC	65	100	
Qualcomm Inc.	San Diego	CA	55	100	107
Quality Building Services Corp.	New York	NY	100	85	
Quality Protection Services Inc.	New York	NY	100	85	
Qualtrics International Inc.	Provo	UT	75	95	
Quanta Services	Houston	TX	65	75	285
Quantcast Corp.	San Francisco	CA	60	100	
Quarles & Brady LLP	Milwaukee	WI	100	100	
Quest Diagnostics Inc.	Secaucus	NJ	100	100	342
Quickbase LLC.	Boston	MA	100		
Quinn Emanuel Urquhart & Sullivan LLP	Los Angeles	CA	90	100	
Qurate Retail Group	West Chester	PA	100	100	265
R.R. Donnelley & Sons Co.	Chicago	IL	45	95	613
R1 RCM Inc	Murray	UT	100	100	

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Rackspace Technology	San Antonio	TX	95	100	828
Radian Group Inc.	Wayne	PA	90	85	
Ralph Lauren Corp.	New York	NY	75	100	658
Ramboll US Corporation	Arlington	VA	95	80	
Randstad	Atlanta	GA	100	100	
RAPID7	Boston	MA	90		
Raymond James Financial Inc.	St. Petersburg	FL	100	100	356
RBC Capital Markets LLC	New York	NY	95	100	
RBC Wealth Management	Minneapolis	MN	100	100	
RE/MAX Holdings, Inc.	Denver	CO	40	65	
Re:Sources USA Inc.	Long Island City	NY	55	100	
Reckitt	Parsippany	NJ	100	95	
Recreational Equipment Inc.	Sumner	WA	95	100	
Red Hat Inc.	Raleigh	NC	60	100	
Red Ventures	Fort Mill	SC	100		
Redfin Corp.	Seattle	WA	65	90	
Reed Smith LLP	Pittsburgh	PA	100	100	
Regal Entertainment Group	Knoxville	TN	25	60	
Regeneron Pharmaceuticals	Tarrytown	NY	85	20	231
Regions Financial Corp.	Birmingham	AL	60	100	489
Reinhart Boerner Van Deuren s.c.	Milwaukee	WI	95	100	
Reinsurance Group of America Inc.	Chesterfield	MO	70	95	222
Reliance Steel & Aluminum Co.	Los Angeles	CA	5	20	261
Relias LLC	Morrisville	NC	100	100	
Relx Inc.	New York	NY	100	100	
Renewable Energy Systems Americas Inc.	Denver	CO	75		
Replacements Ltd.	McLeansville	NC	100	100	
Republic Services, Inc.	Phoenix	AZ	45	85	329
Restaurant Brands International	Miami	FL	100	100	
Retail Business Services	Quincy	MA	95	100	
Reynolds American Inc.	Winston-Salem	NC	85	100	
Rightpoint Consulting, LLC	Chicago	IL	65	90	
RingCentral Inc.	Belmont	CA	95	100	
Riot Games Inc.	Los Angeles	CA	100	100	
Rite Aid Corp.	Philadelphia	PA	60	50	148
Rivian Automotive	Irvine	CA	100		
Robert Bosch LLC	Farmington Hills	MI	60	100	
Robert Half	Menlo Park	CA	65	100	494
Robert W. Baird & Co. Incorporated	Milwaukee	WI	100	100	
Robins Kaplan LLP	Minneapolis	MN	90	100	
Roche Diagnostics Corp.	Indianapolis	IN	100	100	
Rocket Companies, Inc.	Detroit	MI	5		282
Rockland Trust Co.	Rockland	MA	100	100	
Rockwell Automation Inc.	Milwaukee	WI	100	100	472
Rolls-Royce North America (USA) Holdings Co.	Reston	VA	95	100	
Roman Health Ventures Inc.	New York	NY	65		
Roper Industries Inc.	Sarasota	FL	5		497

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Ropes & Gray LLP	Boston	MA	100	100	
Ross Stores Inc.	Dublin	CA	100	90	189
Royal Caribbean Group	Miami	FL	85	100	
RS Americas Inc.	Fort Worth	TX	95	80	
RSM US LLP	Chicago	IL	100	100	
RTX	Waltham	MA	100	100	58
Rue Gilt Groupe	Boston	MA	80	100	
Ryder System Inc.	Miami	FL	25	80	365
S&C Electric Company	Chicago	IL	80	80	
S&P Global Inc.	New York	NY	90	100	417
S.C. Johnson & Son Inc.	Racine	WI	100	100	
Saatchi & Saatchi North America Inc.	New York	NY	60	100	
Sabre Corporation	Southlake	TX	95	60	
SageSure Insurance Managers, LLC	Jersey City	NJ	35		
Saint-Gobain Corp.	Malvern	PA	90	90	
Saks Inc.	New York	NY	25	50	
Salesforce	San Francisco	CA	100	100	136
Sally Beauty Holdings Inc.	Denton	TX	100	95	707
Samsara Inc.	San Francisco	CA	75		
Samsung Electronics America Inc.	Ridgefield Park	NJ	100	100	
Sanderson Farms Inc.	Laurel	MS	25	50	623
<small>Sandia National Laboratories, Managed and Operated by National Technology & Engineering Solutions of Sandia, LLC</small>	Albuquerque	NM	85		
Sanmina-SCI	San Jose	CA	5	0	482
Sanofi	Bridgewater	NJ	100	100	
Santander US	Boston	MA	90		
SAP America Inc.	Newtown Square	PA	100	100	
Sarepta Therapeutics	Cambridge	MA	95		
SAS Institute Inc.	Cary	NC	100	100	
Saul Ewing LLP	Philadelphia	PA	100	100	
SBE	Los Angeles	CA	15	40	
Schneider Electric USA, Inc.	Boston	MA	90	90	
Schnuck Markets, Inc	St. Louis	MO	45	80	
Scholastic Corp.	New York	NY	65	65	
Schulte Roth & Zabel LLP	New York	NY	100	100	
Science Applications International Corp.	Reston	VA	85	100	456
ScionHealth	Louisville	KY	60	95	
Scotiabank USA	New York	NY	95	100	
Scotts Miracle-Gro Company	Marysville	OH	100	100	616
Seaboard Corp.	Merriam	KS	0	0	382
Seacoast National Bank	Stuart	FL	90	100	
Seagate Technology plc	Fremont	CA	100	100	
Sealed Air Corp.	Charlotte	NC	60	75	565
Securian Financial Group Inc.	St. Paul	MN	100	90	464
Seismic Software, Inc.	San Diego	CA	65		
Selective Insurance Group	Branchville	NJ	55	80	769
Sempra	San Diego	CA	95	100	288
Sensata Technologies, Inc.	Attleboro	MA	60		

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Sephora	San Francisco	CA	100	100	
Serco, Inc.	Herndon	VA	35	35	
Service Corporation International	Houston	TX	70	65	677
ServiceNow	Santa Clara	CA	100	100	
ServiceSource International, Inc	Denver	CO	15	65	
Seyfarth Shaw LLP	Chicago	IL	100	100	
Shake Shack Inc.	New York	NY	100	100	
SharkNinja Operating LLC	Needham	MA	20	55	
Shearman & Sterling LLP	New York	NY	100	100	
Shell USA, Inc.	Houston	TX	100	100	
Sheppard, Mullin, Richter & Hampton LLP	Los Angeles	CA	100	100	
Sherwin-Williams Co., The	Cleveland	OH	65	100	175
SHI International Corp	Somerset	NJ	40	30	
Shook, Hardy & Bacon LLP	Kansas City	MO	100	100	
Shure Incorporated	Niles	IL	100		
Shutterstock Inc.	New York	NY	100	100	
Sidley Austin LLP	Chicago	IL	100	100	
Siemens Corp.	Washington	DC	90	100	
Siemens Healthineers USA	Tarrytown	NY	40	100	
Siemens Medical Solutions USA Inc.	Malvern	PA	100	100	
Signet Jewelers	Akron	OH	95	85	
Simpson Thacher & Bartlett LLP	New York	NY	100	100	
Sirius XM Radio Inc.	New York	NY	95	100	
Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	100	100	
Skidmore, Owings & Merrill LLP	New York	NY	100		
SkyWest Inc.	St. George	UT	25	70	894
Slalom	Seattle	WA	100	100	
SLM Corp. (Sallie Mae)	Newark	DE	70	70	938
Smartsheet	Bellevue	WA	100		
Snap, Inc	Santa Monica	CA	75		683
Snell & Wilmer	Phoenix	AZ	60	100	
Social Finance, Inc.	Cottonwood Heights	UT	90		
Société Générale	New York	NY	100	100	
Sodexo Inc.	Gaithersburg	MD	100	100	
Softchoice Corp.	Chicago	IL	100	100	
Software AG USA Inc.	Reston	VA	50	70	
Sonepar USA	North Charleston	SC	65		
Sonic Automotive Inc.	Charlotte	NC	0	0	300
Sonoco Products Company	Hartsville	SC	45	80	556
SONOS, INC.	Santa Barbara	CA	100	100	
Sony Corporation of America	New York	NY	65	100	
Sony Electronics Inc.	San Diego	CA	95	100	
Sony Interactive Entertainment LLC	San Mateo	CA	95	100	
Sony Music Entertainment	New York	NY	65	90	
Sony Pictures Entertainment Inc.	Culver City	CA	65	100	
Southeastern Grocers, Inc.	Jacksonville	FL	70	85	
Southern Co.	Atlanta	GA	100	100	153

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			2023 CEI Rating	2022 CEI Rating	Fortune 1000
Southern Graphic Systems LLC	Louisville	KY	55	50	
Southwest Airlines Co.	Dallas	TX	100	100	234
Southwestern Energy Co.	Spring	TX	0		486
SPARC Group LLC	Lyndhurst	NJ	80	100	
Spark Therapeutics, Inc.	Philadelphia	PA	35	60	
Sparq	Atlanta	GA	55	70	
SpartanNash	Byron Center	MI	20	65	392
Spirit AeroSystems Inc.	Wichita	KS	50	95	698
Splunk Inc.	San Francisco	CA	100	100	900
Spotify USA Inc.	New York	NY	85	100	
Square Inc.	San Francisco	CA	55	90	208
Squarespace	New York	NY	80	95	
Squire Patton Boggs	Cleveland	OH	100	100	
Spencer Stuart	Chicago	IL	100	85	
Standard Chartered	New York	NY	100	100	
Standard Insurance Co.	Portland	OR	90	100	
Stanley Black & Decker Inc.	New Britain	CT	100	100	212
Staples Inc.	Framingham	MA	80	95	
Starbucks Corp.	Seattle	WA	100	100	120
State Farm Group	Bloomington	IL	100	100	42
State Street Corp.	Boston	MA	95	100	316
Steel Dynamics Inc.	Fort Wayne	IN	10	55	196
Steelcase Inc.	Grand Rapids	MI	100	100	909
Stellantis	Auburn Hills	MI	90	95	
Steptoe & Johnson LLP	Washington	DC	90	100	
Stinson LLP	Kansas City	MO	100	100	
Stoel Rives LLP	Portland	OR	80	100	
StoneX Group	New York	NY	0		87
Stryker Corp.	Kalamazoo	MI	95	100	214
Subaru of America Inc.	Cherry Hill	NJ	80	100	
Suffolk Construction Company, Inc.	Boston	MA	50	75	
Sullivan & Cromwell LLP	New York	NY	50	90	
Sumitomo Mitsui Banking Corporation	New York	NY	95	100	
Sun Life	Wellesley Hills	MA	100	100	
Sunrun Inc.	San Francisco	CA	95	100	
Sunset Aviation LLC dba Solairus Aviation	Petaluma	CA	30	65	
Supervalu Inc.	Eden Prairie	MN	25	40	
Sweetgreen, Inc.	Los Angeles	CA	100	100	
Symbotic Inc.	Wilmington	MA	95		
Synchrony	Stamford	CT	100	100	236
Syneos Health	Morrisville	NC	95	75	584
SYSCO Corp.	Houston	TX	75	70	70
T. Rowe Price Associates Inc.	Baltimore	MD	95	100	443
Tailored Brands Inc.	Houston	TX	80	95	
Takeda Pharmaceuticals USA Inc.	Lexington	MA	100	100	
Tapestry Inc.	New York	NY	95	100	541
Targa Resources Corp.	Houston	TX	0	10	216

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Target Corp.	Minneapolis	MN	95	100	32
Taylor Morrison Home	Scottsdale	AZ	0		453
TD Bank, N.A.	Cherry Hill	NJ	100	100	
TD Securities (USA) LLC	New York	NY	100	100	
TD SYNnex Corp.	Clearwater	FL	60	100	
TD SYNnex Corporation	Fremont	CA	100	100	109
TDS Telecommunications, LLC	Madison	WI	85	100	
TE Connectivity Inc.	Berwyn	PA	85	100	
TEGNA Inc.	McLean	VA	65	100	832
Teladoc Health, Inc.	Mountain View	CA	80	90	
Teleflex	Wayne	PA	90	90	873
TelevisaUnivision	Miami	FL	85	100	
TENET Healthcare Corporation	Dallas	TX	60	80	181
Tenneco Inc.	Lake Forest	IL	65	65	
Teradata Corp.	San Diego	CA	100	100	
Terex Corp.	Norwalk	CT	100		706
Tesla Inc.	Palo Alto	CA	55	100	65
Teva Pharmaceuticals USA Inc.	Parsippany	NJ	100	100	
Texas Instruments Incorporated	Dallas	TX	100	100	198
Textron Inc.	Providence	RI	45	60	302
The Auto Club Group	Dearborn	MI	45	80	
The Bama Companies Inc.	Tulsa	OK	50	80	
The Boston Beer Company Inc	Boston	MA	70	70	
The Charles Stark Draper Laboratory	Cambridge	MA	60		
The Chemours Company	Wilmington	DE	60	80	502
The Cigna Group	Bloomfield	CT	100	100	12
The GIANT Company	Carlisle	PA	100	100	
The Global Atlantic Financial Group LLC	New York	NY	45		
The Goodyear Tire & Rubber Company	Akron	OH	75	90	209
The Judge Group, Inc.	Wayne	PA	90	85	
The Knot Worldwide	Chevy Chase	MD	90	100	
The Michaels Companies Inc.	Irving	TX	60	55	
The Neiman Marcus Group Inc.	Dallas	TX	100	100	
The ODP Corporation	Boca Raton	FL	100	100	379
The Philadelphia Inquirer, PBC	Philadelphia	PA	75	95	
The Stop & Shop Supermarket Company, LLC	Quincy	MA	100	100	
The Trade Desk, Inc	Ventura	CA	20	80	
Thermo Fisher Scientific Inc.	Waltham	MA	100	100	92
Thompson Coburn LLP	St. Louis	MO	100	100	
Thompson Hine LLP	Cleveland	OH	85	100	
Thomson Reuters	Stamford	CT	100	100	
Thor Industries Inc.	Elkhart	IN	0	0	306
Thrivent Financial	Minneapolis	MN	90	95	351
TIAA	New York	NY	95	100	90
Tiffany & Co.	New York	NY	85	100	
Tillamook County Creamery Association	Tillamook	OR	95	100	
Tinuiti, Inc	New York	NY	60		

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TJX Companies Inc., The	Framingham	MA	45	90	75
T-Mobile USA Inc.	Bellevue	WA	100	100	
Toast, Inc.	Boston	MA	65	95	
Tokyo Electron U.S. Holdings, Inc.	Austin	TX	60	30	
Toll Brothers Inc.	Fort Washington	PA	85	80	397
Topbloc LLC	Chicago	IL	50		
TowerBrook Capital Partners	New York	NY	100	100	
Toyota North America	Plano	TX	100	100	
TPG Global LLC	Fort Worth	TX	100	100	610
Tractor Supply Company	Brentwood	TN	95	100	294
Trane Technologies	Davidson	NC	75	90	
Transamerica Corp.	Cedar Rapids	IA	100	100	
TransUnion	Chicago	IL	100	100	809
Travel + Leisure Co.	Orlando	FL	100	100	810
TravelCenters of America	Westlake	OH	5	10	461
Travelers Companies Inc., The	New York	NY	100	100	103
Travelport Ltd.	Atlanta	GA	25	70	
TriNet USA, Inc.	Dublin,	CA	95	75	
Tripadvisor Inc.	Needham	MA	100	100	
Troutman Pepper Hamilton Sanders LLP	Atlanta	GA	90	100	
True Value Company, L.L.C.	Chicago	IL	50	85	
Truist Financial	Atlanta	GA	100	100	155
Turnberry Solutions Inc.	Minneapolis	MN	100	90	
Turner Construction Co.	New York	NY	80	100	
Twilio Inc.	San Francisco	CA	75		865
Twitter Inc.	San Francisco	CA	-25	100	597
Tyson Foods Inc.	Springdale	AR	45	90	81
U.S. Bancorp	Minneapolis	MN	100	100	150
U.S. Xpress Enterprises	Chattanooga	TN	20	75	
Uber Technologies Inc.	San Francisco	CA	100	100	210
UBS AG	New York	NY	100	100	
UGI Corp.	King of Prussia	PA	5	20	455
UKG	Weston	FL	100	100	
UL Solutions	Northbrook	IL	100	100	
Ulta Salon, Cosmetics & Fragrance	Bolingbrook	IL	85	65	402
Ultimate Fitness Group, LLC	Boca Raton	FL	80	80	
Under Armour Inc.	Baltimore	MD	100	100	546
Unilever	Englewood Cliffs	NJ	100	100	
Union Pacific Corp.	Omaha	NE	100	100	163
Unisys Corp.	Blue Bell	PA	65	70	
United Airlines Holdings, Inc.	Chicago	IL	100	100	146
United Launch Alliance	Centennial	CO	100	50	
United Natural Foods, Inc.	Providence	RI	100	100	132
United Parcel Service Inc.	Atlanta	GA	85	100	34
United Services Automobile Association	San Antonio	TX	100	100	96
United States Steel Corp.	Pittsburgh	PA	100	100	172
United Talent Agency, LLC	Beverly Hills	CA	100		

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UnitedHealth Group Inc.	Minnetonka	MN	100	100	5
Univar Solutions Inc.	Downers Grove	IL	100	100	369
Universal Forest Products, Inc.	Grand Rapids	MI	0		401
Universal Health Services, Inc.	King of Prussia	PA	0	20	297
University of Phoenix	Phoenix	AZ	95	100	
Unum Group	Chattanooga	TN	100	100	317
UPMC Health Plan	Pittsburgh	PA	100	100	
Upwork Inc.	San Francisco	CA	50	100	
Urban Outfitters Inc.	Philadelphia	PA	100	80	646
US Foods Inc.	Rosemont	IL	80	90	117
UScellular	Chicago	IL	95	100	
USG Corp.	Chicago	IL	15	40	
UW Credit Union	Madison	WI	100	100	
Valero Energy Corp.	San Antonio	TX	45	70	30
Vanguard Group Inc.	Malvern	PA	100	100	
Veolia Water Technologies and Solutions	Trevese	PA	85	90	
Vericast	San Antonio	TX	65	70	
Veritas Technologies LLC	Santa Clara	CA	75	60	
Veritiv	Atlanta	GA	80	75	477
Verizon Communications Inc.	New York	NY	100	100	23
VERMEG SARL	New York	NY	60	100	
Vertex Pharmaceuticals Inc.	Boston	MA	100	95	448
VF Corp.	Denver	CO	100	100	380
Viasat Inc	Carlsbad	CA	60		967
Viatrix	Canonsburg	PA	0		204
Victoria's Secret & Co.	Reynoldsburg	OH	100	100	480
Vinson & Elkins LLP	Houston	TX	95	100	
Virgin Orbit	Long Beach	CA	55	95	
Visa	San Francisco	CA	100	100	147
Vision Service Plan	Rancho Cordova	CA	25	40	
Vistra Corp.	Irving	TX	60	20	315
Vivint Smart Home Inc.	Provo	UT	50	90	
Vizient Inc.	Irving	TX	100	95	
VMLY&R	Kansas City	MO	60	100	
VMware Inc.	Palo Alto	CA	100	100	
Volkswagen Group of America Inc.	Herndon	VA	50	90	
Vontier Corporation	Raleigh	NC	70	100	833
Vorys, Sater, Seymour and Pease LLP	Columbus	OH	100	100	
Vox Media Inc.	Washington	DC	100	100	
Voya Financial	New York	NY	100	100	670
Vynamic LLC	Philadelphia	PA	100		
W. L. Gore & Associates Inc.	Newark	DE	100	95	
W.R. Berkley	Greenwich	CT	0	10	371
W.W. Grainger Inc.	Lake Forest	IL	100	100	284
Wabtec Corporation	Pittsburgh	PA	100	90	439

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Wachtell, Lipton, Rosen & Katz	New York	NY	50	90	
Waddell & Reed Financial Inc.	Overland Park	KS	65	100	
Walgreen Co.	Deerfield	IL	95	100	18
Walker & Dunlop, LLC	Bethesda	MD	90		
Walmart Inc.	Bentonville	AR	100	100	1
Walt Disney Co., The	Burbank	CA	100	100	53
Warby Parker	New York	NY	100	100	
Warner Music Group	New York	NY	100	100	
Washington Permanente Medical Group	Renton	WA	45	95	
Waters Corp.	Milford	MA	100	100	877
Wawa Inc.	Wawa	PA	60	100	
Wayfair	Boston	MA	75	100	275
WE Communications	Bellevue	WA	100	100	
Weil, Gotshal & Manges LLP	New York	NY	100	100	
Wellington Management Company, LLP	Boston	MA	90		
Wellmark Inc.	Des Moines	IA	90	100	
Wells Fargo & Co.	San Francisco	CA	100	100	41
Wendy's Co., The	Dublin	OH	95	100	
Werner Enterprises, Inc.	Omaha	NE	35		892
WESCO International Inc.	Pittsburgh	PA	85	60	200
West Monroe Partners LLC	Chicago	IL	100	100	
West Technology Group	Omaha	NE	70	100	
Western & Southern Financial Group	Cincinnati	OH	0	0	372
Western Digital Corp.	San Jose	CA	85	100	217
Western Union Co., The	Denver	CO	90	100	599
Westlake Chemical	Houston	TX	0	20	320
WestRock	Atlanta	GA	100	100	192
WeWork Management LLC	New York	NY	30	90	914
Weyerhaeuser Co.	Seattle	WA	70	70	354
Whirlpool Corp.	Benton Harbor	MI	100	100	162
White & Case LLP	New York	NY	90	100	
Wiley Rein LLP	Washington	DC	95	100	
Willamette Dental Group	Hillsboro	OR	80		
William Blair & Company LLC	Chicago	IL	100	100	
Williams & Connolly LLP	Washington	DC	60	100	
Williams Companies Inc.	Tulsa	OK	90	95	347
Williams Mullen Clark & Dobbins	Richmond	VA	100	100	
Williams-Sonoma Inc.	San Francisco	CA	85	90	420
Willis Towers Watson	Arlington	VA	100	100	
Willkie Farr & Gallagher LLP	New York	NY	100	100	
WillowTree, LLC	Charlottesville	VA	55	70	
Wilmer Cutler Pickering Hale & Dorr LLP	Washington	DC	75	100	
Wilson Sonsini Goodrich & Rosati PC	Palo Alto	CA	100	100	
Windstream Corp.	Little Rock	AR	40	70	
Winston & Strawn LLP	Chicago	IL	100	100	
Wipro Ltd.	East Brunswick	NJ	70	100	
WithumSmith+Brown, PC	Princeton	NJ	75	100	

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Wolfspeed, Inc.	Durham	NC	80		
Womble Bond Dickinson (US) LLP	Winston-Salem	NC	100	100	
Wood	Houston	TX	25	65	
Woodard & Curran, Inc.	Portland	ME	50	60	
Workday Inc.	Pleasanton	CA	100	100	589
World Fuel Services	Miami	FL	5	20	111
World Wide Technology, Inc.	St. Louis	MO	85	95	
WPP Group USA	New York	NY	70	100	
Wunderkind Corporation	New York	NY	60	100	
Wyndham Hotels & Resorts Inc.	Parsippany	NJ	80	100	
Wynn Resorts Ltd.	Las Vegas	NV	35	90	719
Xcel Energy Inc.	Minneapolis	MN	100	100	278
Xerox Corp.	Norwalk	CT	100	100	471
Xperi Inc.	San Jose	CA	95	85	
XPO Logistics	Greenwich	CT	50	85	291
Xylem Inc.	Rye Brook	NY	100	100	585
Yahoo! Inc.	Sunnyvale	CA	100		
Yelp Inc.	San Francisco	CA	100	100	
Yext Inc.	New York	NY	85	100	
Young's Market Co.	Tustin	CA	30	75	
Yum China Holdings	Plano	TX	5	20	359
Yum! Brands Inc.	Louisville	KY	55	100	490
Zara USA Inc.	New York	NY	90	100	
Zebra Technologies Corporation	Lincolnshire	IL	100	95	553
Zendesk Inc	San Francisco	CA	65	100	
ZF North America	Livonia	MI	30		
Ziff Davis	New York, NY 10011	NY	100	100	
Zillow Group	Seattle	WA	80	100	424
Zimmer Biomet Holdings Inc.	Warsaw	IN	100	100	438
Zions Bancorporation, N.A.	Salt Lake City	UT	25	75	841
Zoetis Inc.	Parsippany	NJ	100	100	440
Zoom Video Communications, Inc.	San Jose	CA	45	85	684
ZS Associates Inc.	Evanston	IL	100	100	
Zurich North America	Schaumburg	IL	100	95	