

# THE BUSINESS COALITION FOR THE **EQUALITY ACT**

The Business Coalition for the Equality Act is a group of leading U.S. employers that support the Equality Act, which would finally guarantee explicit, permanent protections for lesbian, gay, bisexual and transgender people under our existing civil rights laws.

Launched in March 2016, the **556** member companies of HRC's Business Coalition for the Equality Act have operations in all 50 states, headquarters spanning 34 states and a combined \$7.8 trillion in revenue, and employ over 16 million people in the United States.

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**Advanced Micro Devices Inc.**, Sunnyvale, CA  
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**Altria Group Inc.**, Richmond, VA  
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**American Eagle Outfitters Inc.**, Pittsburgh, PA  
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**American Express Company**, New York, NY  
**American Express Global Business Travel**, Jersey City, NJ  
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**AMN Healthcare**, San Diego, CA

**Amyris, Inc., Emeryville, CA**  
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**Ansys, Inc.**, Canonsburg, PA  
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**Aon PLC**, Chicago, IL  
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**Arconic**, New York, NY  
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**Atlassian**, San Francisco, CA  
**Autodesk Inc.**, San Rafael, CA  
**AvalonBay Communities Inc.**, Arlington, VA  
**Avery Dennison Corporation**, Glendale, CA  
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**Avnet, Inc.**, Phoenix, AZ  
**BAE Systems Inc.**, Falls Church, VA  
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**Baker & McKenzie LLP**, Chicago, IL  
**Baker Tilly US LLC**, Chicago, IL  
**Bank of America Corp.**, Charlotte, NC  
**Barclays**, New York, NY  
**Bayer U.S. LLC**, Whippany, NJ  
**BASF Corp.**, Florham Park, NJ  
**BCW (Burson Cohn & Wolfe)**, New York, NY  
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**BDO USA, LLC**, Boston, MA  
**Berkshire Bank**, Boston, MA  
**Best Buy Co. Inc.**, Richfield, MN

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**BlackRock**, New York, NY  
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**Blue Ridge Power**, Asheville, NC  
**BMC Software Inc.**, Houston, TX  
**BNP Paribas**, New York, NY  
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**Boehringer Ingelheim USA Corp.**, Ridgefield, CT  
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**Boston Beer Company**, Boston, MA  
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**Bread Financial**, Columbus, OH  
**Bridgestone Americas Holding Inc.**, Nashville, TN  
**Bridgewater Associates LP**, Westport, CT  
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**Bright Health Group**, Minneapolis, MN  
**Bright Horizons**, Watertown, MA  
**Bristol-Myers Squibb Co.**, New York, NY  
**Broadridge Financial Solutions Inc.**, Lake Success, NY  
**Brooks Sports Inc.**, Seattle, WA  
**Brown-Forman Corp.**, Louisville, KY  
**Brown Harris Stevens**, New York, NY  
**Brown Rudnick LLP**, Boston, MA  
**Buckley LLP**, Washington, DC  
**C.H. Robinson**, Eden Prairie, MN  
**Caesars Entertainment Corp.**, Las Vegas, NV  
**California Water Service Group**, San Jose, CA  
**Capgemini Americas, Inc.**, New York, NY  
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**Capital Markets Company, The**, New York, NY  
**Capital One Financial Corp.**, McLean, VA  
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**CareSource**, Dayton, OH  
**Cargill Inc.**, Wayzata, MN  
**Cargo Transporters, Inc.**, Claremont, NC  
**CarGurus, Inc.**, Cambridge, MA  
**Carlson Inc.**, Minnetonka, MN  
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**Cengage Learning Inc.**, Boston, MA  
**Cerner Corporation**, Kansas City, MO  
**Chapman and Cutler LLP**, Chicago, IL  
**Chevron Corp.**, San Ramon, CA  
**Children's Minnesota**, Minneapolis, MN  
**Chime**, San Francisco, CA  
**Chobani**, Norwich, NY  
**Choice Hotels International Inc.**, Rockville, MD  
**Chubb Ltd.**, Philadelphia, PA  
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**Cisco Systems Inc.**, San Jose, CA  
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**Citrix Systems Inc.**, Fort Lauderdale, FL  
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**CME Group Inc.**, Chicago, IL  
**CNA Financial Corporation**, Chicago, IL  
**Coca-Cola Co., The**, Atlanta, GA  
**CohnReznick, LLP**, Bethesda, MD  
**Comcast NBCUniversal**, Philadelphia, PA  
**Compass**, New York, NY  
**Constellation Energy Group Inc.**, Baltimore, MD  
**Constellations Brands Inc.**, New York, NY  
**Converse Inc.**, Boston, MA  
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**CoreLogic**, Irvine, CA  
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**Coty Inc.**, New York, NY  
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**Crowell & Moring LLP**, Washington, DC  
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**Cue Health**, San Diego, CA  
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**Daniel J. Edelman Holdings, Inc.**, New York, NY  
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**Dayforce**, Minneapolis, MN  
**Debevoise & Plimpton LLP**, New York, NY  
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**Dell Technologies Inc.**, Round Rock, TX  
**Deloitte LLP**, New York, NY  
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**Deluxe Corporation**, Shoreview, MN  
**Denny's Corp.**, Spartanburg, SC  
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**Diebold Nixdorf**, Canton, OH  
**Discover Financial Services**, Riverwoods, IL  
**Domino's Pizza**, Ann Arbor, MI  
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**Doximity, Inc**, San Francisco, CA  
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**EMD Serono, MilliporeSigma and EMD Electronics**, Burlington, MA  
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**Equitable Financial Life Insurance Company**, New York, NY  
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**Ford Motor Company**, Dearborn, MI  
**Fossil Group Inc.**, Richardson, TX  
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**Gen Digital**, Mountain View, CA  
**General Electric Co.**, Boston, MA  
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**General Motors Co.**, Detroit, MI  
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**Gilead Sciences Inc.**, Foster City, CA  
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**Google Inc.**, Mountain View, CA  
**GP Strategies Corporation**, Columbia, MD  
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**Greenspoon Marder LLP**, Fort Lauderdale, FL  
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**Guild**, Denver, CO  
**Gusto**, San Francisco, CA  
**Harley-Davidson Inc.**, Milwaukee, WI  
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**Henkel Corporation (North America)**, Rocky Hill, CT  
**HERE North America LLC**, Chicago, IL  
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**Hess Corp.**, New York, NY  
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**HP Inc.**, Palo Alto, CA  
**HSBC US**, New York, NY  
**HSF Affiliates LLC**, Irvine, CA  
**HSN Inc.**, St. Petersburg, FL  
**Hughes Hubbard & Reed LLP**, New York, NY  
**Husch Blackwell LLP**, St. Louis, MO  
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**IBM Corp.**, Armonk, NY  
**ICM Partners**, Los Angeles, CA  
**IDEX Corp.**, Lake Forest, IL  
**IGT**, Providence, RI  
**IHG Hotels & Resorts**, Atlanta, GA  
**IHS Markit Ltd.**, New York, NY  
**IKEA Holding US Inc.**, Conshohocken, PA  
**Impossible Foods**, Redwood City, CA  
**Information Resources Inc.**, Chicago, IL  
**Infosys**, Richardson, TX  
**Ingersoll-Rand Company**, Davidson, NC  
**Ingram Micro**, Irvine, CA  
**Insight Enterprises Inc.**, Tempe, AZ  
**Instacart**, San Francisco, CA  
**Intel Corp.**, Santa Clara, CA  
**International Flavors & Fragrances, Inc.**, New York, NY  
**Iron Mountain Inc.**, Boston, MA  
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**Jacobs Engineering Group, Inc.**, Dallas, TX  
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**Jenner & Block LLP**, Chicago, IL  
**JetBlue Airways Corp.**, Long Island City, NY  
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**Johnson & Johnson**, New Brunswick, NJ  
**Johnson Controls Inc.**, Milwaukee, WI

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**KeyCorp**, Cleveland, OH  
**KIND LLC**, New York, NY  
**Knot Worldwide, The**, Chevy Chase, MD  
**KnowBe4, Inc.**, Clearwater, FL  
**Korn Ferry**, Los Angeles, CA  
**KPMG LLP**, New York, NY  
**Kraft Heinz Company, The**, Chicago, IL  
**L3Harris Technologies**, Melbourne, FL  
**Lendlease Americas Inc.**, New York, NY  
**Lennox International**, Richardson, TX  
**Levi Strauss & Co.**, San Francisco, CA  
**Linden Research Inc.**, Davis, CA  
**Lord, Abbett & Co. LLC**, Jersey City, NJ  
**Lowenstein Sandler LLP**, New York, NY  
**Lumentum Holdings, LLC**, San Jose, CA  
**Lush Fresh Handmade Cosmetics**, Wilmington, NC  
**Lyft Inc.**, San Francisco, CA  
**Macy's Inc.**, Cincinnati, OH  
**Mallinckrodt LLC**, Hazelwood, MO  
**ManpowerGroup**, Milwaukee, WI  
**Marriott International Inc.**, Bethesda, MD  
**Mars Inc.**, McLean, VA  
**Marsh & McLennan Companies Inc.**, New York, NY  
**Massachusetts Mutual Life Insurance Co.**, Springfield, MA  
**Mastercard**, Purchase, NY  
**Match Group, LLC**, Dallas, TX  
**Mattel Inc.**, El Segundo, CA  
**McAfee**, Santa Clara, CA  
**McCormick & Company, Inc.**, Hunt Valley, MD  
**McDonald's Corporation**, Chicago, IL  
**McGraw Hill Education**, New York, NY  
**McKesson Corporation**, Las Colinas, TX  
**McKinsey & Co.**, New York, NY  
**McKinstry Co. LLC**, Seattle, WA  
**Medline Industries, LP**, Northfield, IL  
**Medtronic PLC**, Minneapolis, MN  
**Merck**, Kenilworth, NJ  
**Meredith Corp.**, Des Moines, IA  
**Meta**, Menlo Park, CA  
**MetLife Inc.**, New York, NY  
**MGM Resorts International**, Las Vegas, NV  
**Michael Page International Inc.**, New York, NY  
**Micron Technology Inc.**, Boise, ID  
**Microsoft Corp.**, Redmond, WA  
**MillerKnoll, Inc.**, Zeeland, MI  
**Mondelez International Inc.**, Deerfield, IL  
**Moody's Corp.**, New York, NY  
**Molson Coors LLC**, Chicago, IL  
**Morgan Stanley**, New York, NY  
**Morgan, Lewis & Bockius LLP**, Philadelphia, PA  
**Morningstar Inc.**, Chicago, IL  
**Morris, Manning & Martin LLP**, Atlanta, GA  
**Motive Inc.**, San Francisco, CA  
**Nasdaq Inc.**, New York, NY  
**National Grid USA**, Waltham, MA  
**Nationwide**, Columbus, OH  
**Navient**, Wilmington, DE  
**Nestlé**, Arlington, VA  
**Netflix Inc.**, Los Gatos, CA  
**Neuberger Berman Group LLC**, Boston, MA  
**New Belgium Brewing Company**, Fort Collins, CO  
**New York Life Insurance Company**, New York, NY  
**NextRoll, Inc.**, San Francisco, CA  
**Nielsen**, New York, NY  
**Nike Inc.**, Beaverton, OR  
**Nordstrom Inc.**, Seattle, WA  
**Norfolk Southern Corporation**, Norfolk, VA  
**Northrop Grumman Corp.**, Falls Church, VA  
**Novartis Corporation**, East Hanover, NJ  
**Novo Nordisk Inc.**, Plainsboro, NJ  
**NRP Group, The**, Cleveland, OH  
**NTT DATA Services, LLC**, Plano, TX  
**Nuance Communications**, Burlington, MA  
**OCC**, Chicago, IL  
**Ocean Spray Cranberries Inc.**, Lakeville-Middleboro, MA  
**Office Depot Inc.**, Boca Raton, FL  
**Oportun, Inc.**, San Carlos, CA  
**Oracle Corp.**, Redwood City, CA  
**Otis Worldwide Corporation**, Farmington, CT  
**Owens Corning**, Toledo, OH  
**Palo Alto Networks**, Santa Clara, CA  
**Pariveda Solutions Inc.**, Dallas, TX  
**Patagonia Inc.**, Ventura, CA  
**Patreon Inc.**, San Francisco, CA  
**Paul Hastings LLP**, Los Angeles, CA  
**Paylocity**, Schaumburg, IL  
**PayPal Holdings Inc.**, San Jose, CA  
**PC Connection Inc. (dba Connection)**, Merrimack, NH  
**Peloton Interactive Inc**, New York, NY  
**PepsiCo Inc.**, Purchase, NY  
**PetSmart Inc.**, Phoenix, AZ  
**Pfizer Inc.**, New York, NY  
**PG&E Corp.**, San Francisco, CA  
**Philip Morris International**, New York, NY  
**Pinterest Inc.**, San Francisco, CA  
**Pioneer Natural Resources**, Irving, TX  
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**Point32Health**, Canton, MA  
**Point B, Inc.**, Seattle, WA  
**Polsinelli PC**, Kansas City, MO



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**Precision Medicine Group, LLC**, Bethesda, MD  
**PricewaterhouseCoopers LLP**, New York, NY  
**Principal Financial Group**, Des Moines, IA  
**Procter & Gamble Co.**, Cincinnati, OH  
**Pure Storage Inc.**, Mountain View, CA  
**PVH Corp.**, New York, NY  
**Q-Centrix**, Chicago, IL  
**QUALCOMM Inc.**, San Diego, CA  
**QIAGEN**, Germantown, MD  
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**Radian Group Inc.**, Philadelphia, PA  
**Ralph Lauren Corporation**, New York, NY  
**RAPP Worldwide**, New York, NY  
**Raymond James Financial**, St. Petersburg, FL  
**RE/MAX LLC**, Denver, CO  
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**Red Hat Inc.**, Raleigh, NC  
**Redfin Corp.**, Seattle, WA  
**Relias LLC**, Morrisville, NC  
**RELX**, New York, NY  
**Replacements Ltd.**, McLeansville, NC  
**RES (Renewable Energy Systems)**, Broomfield, CO  
**Rockland Trust Co.**, Rockland, MA  
**Rockwell Automation Inc.**, Milwaukee, WI  
**Royal Bank of Canada**, New York, NY  
**S&C Electric Company**, Chicago, IL  
**S&P Global Inc.**, New York, NY  
**Salesforce**, San Francisco, CA  
**Samsung Electronics America**, Ridgefield Park, NJ  
**Sanofi US**, Bridgewater, NJ  
**SAP America Inc.**, Newtown Square, PA  
**Saul Ewing Arnstein & Lehr LLP**, Philadelphia, PA  
**Schulte Roth & Zabel LLP**, New York, NY  
**Seagate Technology plc**, Cupertino, CA  
**Securian Financial Group Inc.**, Saint Paul, MN  
**Selective Insurance Company of America**, Branchville, NJ  
**ServiceSource International, Inc.**, Denver, CO  
**Seyfarth Shaw LLP**, Chicago, IL  
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**Shipt**, Birmingham, AL  
**Shire PLC**, Lexington, MA  
**Shook, Hardy & Bacon LLP**, Kansas City, MO  
**Shutterstock Inc.**, New York, NY  
**Siemens Corp.**, Washington, DC  
**Siemens Medical Solutions USA, Inc.**, Malvern, PA  
**Signet Jewelers**, Akron, OH  
**SiriusPoint Ltd.**, New York, NY  
**Slalom**, Seattle, WA  
**Sodexo Inc.**, Gaithersburg, MD  
**Sony Corporation of America**, New York, NY  
**Sony Electronics Inc.**, San Diego, CA  
**Sony Interactive Entertainment Inc.**, San Mateo, CA  
**Sony Music Group**, New York, NY  
**Southwest Airlines Co.**, Dallas, TX  
**Splunk Inc.**, San Francisco, CA  
**Spotify USA Inc.**, New York, NY  
**Standard Chartered Bank**, New York, NY  
**Stanley Black & Decker Inc.**, New Britain, CT  
**Starbucks Corp.**, Seattle, WA  
**State Street Corporation**, Boston, MA  
**Steelcase Inc.**, Grand Rapids, MI  
**Stop & Shop Supermarket Company, LLC, The**, Quincy, MA  
**Strategic Education, Inc.**, Herndon, VA  
**SUEZ Water Technologies and Solutions**, Trevose, PA  
**Sun Life U.S.**, Wellesley Hills, MA  
**Sunrun Inc.**, San Francisco, CA  
**SurveyMonkey Inc.**, San Mateo, CA  
**Sweetgreen, Inc.**, Los Angeles, CA  
**Synchrony**, Stamford, CT  
**Sysco**, Houston, TX  
**T-Mobile USA Inc.**, Bellevue, WA  
**Takeda Pharmaceuticals USA Inc.**, Deerfield, IL  
**Tapestry, Inc.**, New York, NY  
**Target Corp.**, Minneapolis, MN  
**TD Ameritrade, Omaha**, Omaha, NE  
**TD Bank, N.A.**, Cherry Hill, NJ  
**Tech Data Corp.**, Clearwater, FL  
**TEGNA Inc.**, McLean, VA  
**Tesla Inc.**, Palo Alto, CA  
**Teva Pharmaceuticals**, North Wales, PA  
**Texas Instruments**, Dallas, TX  
**Thermo Fisher Scientific**, Waltham, MA  
**TIAA**, New York, NY  
**Tiffany & Co.**, New York, NY  
**Tillamook County Creamery Association**, Tillamook, OR  
**Toyota Motor North America Inc.**, Plano, TX  
**TPG Global LLC**, Fort Worth, TX  
**TransUnion**, Chicago, IL  
**TriNet Group, Inc**, Dublin, CA  
**TripAdvisor Inc.**, Needham, MA  
**Truist Financial Corporation**, Charlotte, NC  
**Turner Construction Co.**, New York, NY  
**Tyson Food Inc.**, Springdale, AR  
**U.S. Bancorp**, Minneapolis, MN  
**Uber Technologies Inc.**, San Francisco, CA  
**UKG (Ultimate Kronos Group)**, Weston, FL  
**UL Inc.**, Northbrook, IL  
**Under Armour Inc.**, Baltimore, MD  
**Unilever**, Englewood Cliffs, NJ  
**Union Pacific Railroad**, Omaha, NE  
**United Airlines**, Chicago, IL  
**United Natural Foods, Inc.**, Providence, RI  
**United Parcel Service Inc.**, Atlanta, GA  
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**Universal Music Group**, Santa Monica, CA  
**Univision Communications Inc.**, New York, NY

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**Upwork Inc.**, San Francisco, CA  
**Vanguard Group Inc.**, Malvern, PA  
**Verizon Communications Inc.**, New York, NY  
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**VF Corp**, Denver, CO  
**Viiv Healthcare**, Research Triangle Park, NC  
**Visa**, Foster City, CA  
**Vizient Inc.**, Irving, TX  
**VMware Inc.**, Palo Alto, CA  
**VMLY&R**, Kansas City, MO  
**W. W. Grainger, Inc.**, Lake Forest, IL  
**Wabtec Corporation**, Pittsburgh, PA  
**Walt Disney Co., The**, Burbank, CA  
**Warby Parker**, New York, NY  
**Warner Music Group**, New York, NY  
**Wawa**, Media, PA  
**WE Communications**, Bellevue, WA  
**Wellmark Blue Cross Blue Shield**, Des Moines, IA  
**Wells Fargo & Co.**, San Francisco, CA  
**Western Digital**, San Jose, CA  
**West Monroe Partners LLC**, Chicago, IL  
**WestRock**, Atlanta, GA  
**Whirlpool Corp.**, Benton Harbor, MI  
**Wiley**, Hoboken, NJ  
**Williams-Sonoma Inc.**, San Francisco, CA  
**Wipro**, East Brunswick, NJ  
**Wise**, New York, NY  
**Workday Inc.**, Pleasanton, CA  
**WPP**, New York, NY  
**Wpromote**, El Segundo, CA  
**Wunderman Thompson**, New York, NY  
**Wyndham Hotels & Resorts Inc.**, Parsippany, NJ  
**Xcel Energy Inc.**, Minneapolis, MN  
**Xerox Corp.**, Norwalk, CT  
**Xperi**, San Jose, CA  
**Xylem Inc.**, Rye Brook, NY  
**Yelp Inc.**, San Francisco, CA  
**Yext Inc.**, New York, NY  
**Zendesk, Inc.**, San Francisco, CA  
**Ziff Davis**, Los Angeles, CA  
**Zillow Group**, Seattle, WA  
**Zimmer Biomet Holdings Inc.**, Warsaw, IN  
**Zoetis Inc.**, Parsippany, NJ  
**Zynga Inc.**, San Francisco, CA