

Fortune 500 completing the 2022 REDI Survey

The REDI Index Survey is a straightforward self-report questionnaire. There are 10 questions, each worth 10 points, for a total of 100 points. Scoring for each point will be based on both (a) answering in the affirmative with some evidence (5 points), and (b) demonstrating that the efforts are praiseworthy (up to 5 additional points). The questionnaire also has an optional 11th question, which can add up to an additional 10 bonus points. The 11th question also recognizes that companies may be doing other religiously inclusive activities that are not covered in the survey and worthy of recognition. See Methodology for details

REDI Rank	Fortune 500 Company on the U.S. List	REDI Index Score	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Bonus	2021 U.S. Fortune 500 Rank
1	American Airlines	103	8	8	9	10	9	10	10	9	10	10	10	174
2	Intel	102	6	10	10	9	9	10	10	10	10	10	8	40
3	Dell Technologies	100	7	10	9	9	8	10	9	10	9	9	10	28
3	PayPal	100	10	9	10	7	8	10	10	9	9	10	8	134
5	Texas Instruments	96	10	9	8	8	8	8	10	8	7	10	10	210
6	Equinix	92	7	8	8	6	8	8	10	10	10	10	7	461
7	Target	86	6	8	8	10	8	10	10	10	7	0	9	30
7	Tyson Foods	86	9	0	10	9	10	0	10	10	8	10	10	73
9	Alphabet/Google	83	10	6	7	9	7	6	8	7	9	8	6	9
9	AIG	83	7	8	7	6	7	6	8	10	8	7	9	72
10	Ford Motor Company	81	7	7	7	6	8	8	8	8	10	6	6	21
10	American Express	81	7	9	8	6	0	6	10	8	9	8	10	83
10	Intuit	81	7	9	7	7	8	0	10	9	8	8	8	380

Other companies completing the 2022 REDI Survey

1	Accenture*	91	7	10	9	8	7	5	10	8	9	10	8	NA
2	SAP*	77	10	8	9	8	8	0	6	10	9	9	0	NA
3	TeaPak s.r.l. SB	62	8	7	8	8	2	6	9	8	0	0	6	NA
3	Qualtrics	62	1	8	8	9	7	7	6	9	7	0	0	NA

* Accenture and SAP are Global Fortune 500 Companies but not on the U.S. Fortune 500 List.

Fortune 500 **not** completing the 2022 REDI Survey

Fortune 500 companies not participating in the 2022 REDI Survey were rated based on publically available information on their main diversity webpage and their webpage with information on their Employee Resource Groups (ERGs). Religious Freedom & Business Foundation research staff double blind coded each webpage, counting the number of mentions of religion-related terms and images. If religion was mentioned, they received 5 points, plus 1 point for each mention after the first, with a maximum of 10 points. If they report having a faith-or-belief ERG, they received 5 additional points, plus 1 point for each faith-or-belief ERG mentioned. This scoring roughly approximates the REDI Survey scoring for questions 1 and 2. See Methodology for more details.

REDI Rank	Fortune 500 Company	REDI Index Score = DEI Page + ERG Scores	Main Diversity Web Page	# Mentions Religion	Religion in Images?	DEI Page Score	Web Page with ERGs	Christian?	Multiple Christian?	Muslim?	Jewish?	Interfaith?	Hindu Buddhist Atheist Other	# Religious ERGs	ERG Score	2021 U.S. Fortune 500 Rank
14	Ameriprise Financial	18	https://www.ameriprise.com/diversity	5	1	10	https://www.ameriprise.com/diversity	1		1	1			3	8	253
15	Cigna	16	https://www.cigna.com/diversity	10	0	10	Main page					1		1	6	13
15	Meta Platforms	16	https://www.meta.com/diversity	6	1	10	https://diversity.meta.com					1		1	6	34
15	Securian Financial Group	16	https://www.securian.com/diversity	3	0	7	https://www.securian.com/diversity		2				2	4	9	421
18	CVS Health	15	https://jobs.cvs.com/diversity	5	0	9	https://jobs.cvs.com/diversity					1		1	6	4
19	Goldman Sachs Group	14	https://www.goldmansachs.com/diversity	3	1	8	https://www.goldmansachs.com/diversity					1		1	6	59
19	IQVIA Holdings	14	https://www.iqvia.com/diversity	3	1	8	https://www.iqvia.com/diversity					1		1	6	216
19	Qurate Retail	14	https://www.qurate.com/diversity	3	1	8	https://www.qurate.com/diversity					1		1	6	275
22	Aramark	13	https://careers.aramark.com/diversity	3	0	7	https://careers.aramark.com/diversity					1		1	6	217
22	Wayfair	13	https://www.wayfair.com/diversity	2	0	6	https://www.wayfair.com/diversity			1	1			2	7	235
24	Clorox	12	https://www.clorox.com/diversity	2	0	6	https://www.clorox.com/diversity					1		1	6	137
24	Salesforce	12	https://www.salesforce.com/diversity	1	1	6	https://www.salesforce.com/diversity					1		1	6	281
24	Uber Technologies	12	https://www.uber.com/diversity	2	0	6	https://www.uber.com/diversity					1		1	6	427
27	Netflix	11	https://jobs.netflix.com/diversity	1	0	5	https://jobs.netflix.com/diversity				1			1	6	115
27	PNC Financial Services Group	11	https://www.pnc.com/diversity	1	0	5	https://www.pnc.com/diversity					1		1	6	120

29	State Street	9	https://ww	0	0	0	https://ww		2	1	1			4	9	252
30	Edison International	8	https://ww	3	1	8	https://ww							0		226
31	Alleghany	7	https://sus	3	0	7	No page fo							0		25
31	Allstate	7	https://ww	3	0	7	https://ww							0		43
31	Baxter International	7	https://ww	3	0	7	https://ww							0		70
31	Fannie Mae	7	https://ww	0	0	0	https://ww	1		1				2	7	80
31	Gilead Sciences	7	https://ww	2	1	7	https://ww							0		116
31	International Paper	7	https://ww	3	0	7	https://jobs							0		141
31	Oracle	7	https://ww	2	1	7	https://ww							0		264
31	Procter & Gamble	7	https://us.p	2	1	7	Main page							0		339
39	Academy Sports and Ou	6	(page 12)	2	0	6	none found							0		1
39	Altria Group	6	https://ww	0	0	0	https://ww					1		1	6	11
39	American Tower	6	https://ww	2	0	6	none found							0		37
39	Andersons	6	https://and	2	0	6	No page fo							0		55
39	Arthur J. Gallagher	6	https://ww	2	0	6	No page fo							0		56
39	Assurant	6	https://ww	1	1	6	None found							0		65
39	AT&T	6	https://abo	0	0	0	https://abo					1		1	6	79
39	Ball	6	https://ww	0	0	0	https://ww					1		1	6	90
39	Bed Bath & Beyond	6	https://ww	2	0	6	none found							0		100
39	Blackstone Group	6	https://ww	2	0	6	https://ww							0		101
39	Cerner	6	https://ww	1	1	6	https://ww							0		109
39	CommScope Holding	6	https://care	2	0	6	https://ww							0		138
39	Dick's Sporting Goods	6	https://ww	2	0	6	https://s27							0		139
39	Entergy	6	https://ww	2	0	6	https://ww							0		164
39	Genworth Financial	6	https://ww	1	2	6	Same page,							0		166
39	Global Payments	6	https://ww	1	1	6	https://ww							0		190
39	Graybar Electric	6	https://ww	2	0	6	No page fo							0		219
39	HP	6	https://ww	2	0	6	https://ww							0		260
39	Land O'Lakes	6	https://care	2	0	6	https://care							0		280
39	Lumen Technologies	6	https://jobs	2	0	6	https://jobs							0		300
39	Macy's	6	https://ww	0	0	0	https://mac					1		1	6	302
39	Merck	6	https://ww	0	0	0	https://ww					1		1	6	320

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