

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

														2021
														U.S.
		REDI												Fortune
REDI	Fortune 500 Company	Index												500
Rank	on the U.S. List	Score	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Bonus	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														
		Index											Hindu			2021
		Score =		#									Buddh			U.S.
		DEI		Menti	Religio				Multi				ist	#		Fortu
		Page +	Main	ons	n in	DEI			ple				Atheis	Religi		ne
REDI		ERG	Diversity	Religio	Image	Page	Web Page	Christi	Christi	Musli	Jewis	Interf	t	ous	ERG	500
Rank	Fortune 500 Company	Scores	Web Page	n	s?	Score	with ERGs	an?	an?	m?	h?	aith?	Other	ERGs	Score	Rank
14	Ameriprise Financial	18	https://ww	5	1	10	https://ww	1		1	1			3	8	253
15	Cigna	16	https://ww	10	0	10	Main page					1		1	6	13
15	Meta Platforms	16	https://ww	6	1	10	https://dive					1		1	6	34
15	Securian Financial Grou	16	https://ww	3	0	7	https://ww		2				2	4	9	421
18	CVS Health	15	https://jobs	5	0	9	https://jobs					1		1	6	4
19	Goldman Sachs Group	14	https://ww	3	1	8	https://ww					1		1	6	59
19	IQVIA Holdings	14	https://ww	3	1	8	https://ww					1		1	6	216
19	Qurate Retail	14	https://ww	3	1	8	https://ww					1		1	6	275
22	Aramark	13	https://care	3	0	7	https://care					1		1	6	217
22	Wayfair	13	https://ww	2	0	6	https://ww			1	1			2	7	235
24	Clorox	12	https://ww	2	0	6	https://ww					1		1	6	137
24	Salesforce	12	https://ww	1	1	6	https://ww					1		1	6	281
24	Uber Technologies	12	https://ww	2	0	6	https://ww					1		1	6	427
27	Netflix	11	https://jobs	1	0	5	https://jobs				1			1	6	115
27	PNC Financial Services (11	https://ww	1	0	5	https://ww					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://sust	3	0	7	No page for						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.r	2	1	7	Main page						0		339
39	Academy Sports and Οι	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 for						0		55
39	Arthur J. Gallagher	6	https://ww	2	0	6	No page for						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 for						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://mad					1	1	6	302
39	Merck	6	https://ww	0	0	0	https://ww					1	1	6	320

39	Navistar International	6	https://ww	1	1	6	https://ww			0		332
39	NextEra Energy	6	https://ww	2	0	6	https://ww			0		348
39	Northwestern Mutual	6	https://ww	2	0	6	https://ww			0		351
39	Oneok	6	https://ww	2	0	6	https://ww			0		356
39	Philip Morris Internatio	6	https://ww	1	1	6	https://ww			0		362
39	Prudential Financial	6	https://ww	2	0	6	https://ww			0		366
39	Rockwell Automation	6	https://ww	0	0	0	https://ww		1	1	6	375
39	Sinclair Broadcast Grou	6	https://sbg	2	0	6	none found			0		389
39	Tesla	6	https://ww	2	0	6	(page 20) h			0		394
39	TIAA	6	https://ww	2	0	6	https://ww			0		399
39	UGI	6	https://care	2	0	6	https://ww			0		416
39	Univar Solutions	6	https://ww	2	0	6	https://ww			0		436
39	Veritiv	6	https://care	2	0	6	No page for			0		439
39	ViacomCBS	6	https://ww	2	0	6	https://ww			0		440
39	Voya Financial	6	https://ww	2	0	6	https://ww			0		454
39	Walmart	6	https://corp	0	0	0	https://care		1	1	6	465
39	Wells Fargo	6	https://ww	2	0	6	https://ww			0		475
39	XPO Logistics	6	https://beld	2	0	6	https://beld			0		490
79	3M	5	https://ww	1	0	5	https://ww			0		5
79	ABM Industries	5	https://ww	1	0	5	None found			0		12
79	Albertsons	5	https://ww	1	0	5	https://ww			0		20
79	American Financial Gro	5	https://ww	1	0	5	No page for			0		22
79	Asbury Automotive Gro	5	https://soci	1	0	5	none found			0		24
79	Becton Dickinson	5	https://jobs	1	0	5	https://jobs			0		31
79	Big Lots	5	https://care	1	0	5	https://ww			0		52
79	Biogen	5	https://ww	1	0	5	https://ww			0		54
79	BJ's Wholesale Club	5	https://inve	1	0	5	https://inve			0		75
79	Boeing	5	https://jobs	1	0	5	https://ww			0		76
79	Bristol-Myers Squibb	5	https://ww	1	0	5	https://ww			0		82
79	Broadcom	5	https://ww	1	0	5	https://ww			0		87
79	Builders FirstSource	5	https://inve	1	0	5	none found			0		92
79	CarMax	5	https://s27	1	0	5	No page for			0		96

79	Carvana	5	https://inve	1	0	5	https://ww	0	97
79	Centene	5	https://ww	1	0	5	https://ww	0	98
79	CenterPoint Energy	5	https://ww	1	0	5	https://sus	0	104
79	CMS Energy	5	https://ww	1	0	5	https://ww	0	105
79	Community Health Syst	5	https://ww	1	0	5	No page for	0	107
79	Corteva	5	https://ww	1	0	5	https://ww	0	114
79	Costco Wholesale	5	https://ww	1	0	5	No page for	0	121
79	Dana	5	https://ww	1	0	5	https://ww	0	123
79	Delek US Holdings	5	https://ww	1	0	5	None found	0	127
79	DISH Network	5	https://care	1	0	5	https://care	0	132
79	Dominion Energy	5	https://ww	1	0	5	https://ww	0	136
79	Dover	5	https://ww	1	0	5	https://ww	0	147
79	Dow	5	https://cor	1	0	5	https://cor	0	157
79	DTE Energy	5	https://care	1	0	5	https://care	0	158
79	Electronic Arts	5	https://ww	1	0	5	https://ww	0	167
79	EMCOR Group	5	https://ww	1	0	5	No page for	0	172
79	Enterprise Products Par	5	https://ww	1	0	5	No page for	0	177
79	Equitable Holdings	5	https://equ	1	0	5	https://equ	0	182
79	Estée Lauder	5	https://ww	1	0	5	https://ww	0	186
79	Exelon	5	https://ww	1	0	5	https://jobs	0	193
79	Expeditors Intl. of Wash	5	https://ww	1	0	5	No page for	0	197
79	General Motors	5	https://sea	1	0	5	https://sea	0	198
79	Graphic Packaging Hold	5	https://grap	1	0	5	https://gra	0	211
79	Halliburton	5	https://asr.	1	0	5	https://asr.	0	213
79	Huntington Ingalls Indu	5	https://hun	1	0	5	https://hun	0	214
79	Ingredion	5	https://ww	1	0	5	none found	0	220
79	Jabil	5	https://care	1	0	5	No page for	0	223
79	Jones Lang LaSalle	5	https://ww	1	0	5	https://ww	0	228
79	KBR	5	https://ww	1	0	5	https://ww	0	236
79	Keurig Dr Pepper	5	https://care	1	0	5	Information	0	244
79	Kimberly-Clark	5	https://ww	1	0	5	https://ww	0	250
79	KKR	5	https://ww	1	0	5	https://ww	0	254

79	Liberty Media	5	https://ww	1	0	5	No page for	0	259
79	Lincoln National	5	https://ww	1	0	5	https://ww	0	263
79	Lowe's	5	https://com	1	0	5	https://cor	0	267
79	Magellan Health	5	https://care	1	0	5	none found	0	274
79	Massachusetts Mutual	5	https://ww	1	0	5	https://ww	0	299
79	McDonald's	5	https://corp	1	0	5	https://cor	0	310
166	MDU Resources Group	5	https://jobs	1	0	5	No page for	0	316
79	Nationwide	5	https://ww	1	0	5	https://ww	0	324
79	Northern Trust	5	https://ww	1	0	5	https://ww	0	326
79	NOV	5	https://ww	1	0	5	None found	0	327
79	NVR	5	https://ww	1	0	5	No page for	0	329
79	O-I Glass	5	https://ww	1	0	5	https://ww	0	342
79	Olin	5	https://ww	1	0	5	None found	0	344
79	Otis Worldwide	5	https://ww	1	0	5	https://ww	0	345
79	Owens & Minor	5	https://ww	1	0	5	https://ww	0	350
79	Parker-Hannifin	5	https://ww	1	0	5	none found	0	354
79	Performance Food Grou	5	https://ww	1	0	5	No page for	0	368
79	Pioneer Natural Resour	5	https://ww	1	0	5	No page for	0	376
79	Plains GP Holdings	5	https://ww	1	0	5	Nothing fou	0	383
79	PPG Industries	5	https://sust	1	0	5	https://sust	0	387
79	Quest Diagnostics	5	https://ww	1	0	5	https://ww	0	390
79	Ralph Lauren	5	https://care	1	0	5	https://con	0	397
79	Regeneron Pharmaceut	5	https://ww	1	0	5	https://inve	0	405
79	Rite Aid	5	https://ww	1	0	5	None found	0	408
79	SpartanNash	5	https://care	1	0	5	https://ww	0	425
79	Tenet Healthcare	5	https://ww	1	0	5	https://s23	0	428
79	Thor Industries	5	https://ww	1	0	5	No page for	0	429
79	TJX	5	tjx.com/res	1	0	5	tjx.com/res	0	430
79	Travelers	5	https://sust	1	0	5	https://ww	0	435
79	United Natural Foods	5	https://ww	1	0	5	Main page	0	443
79	United States Steel	5	https://ww	1	0	5	https://ww	0	449
79	UnitedHealth Group	5	https://care	1	0	5	https://care	0	450

79	USAA	5	https://ww	1	0	5	https://ww	0	455
79	Verizon Communication	5	https://ww	1	0	5	https://ww	0	457
79	VF	5	https://ww	1	0	5	https://ww	0	462
79	Viatris	5	https://ww	1	0	5	https://ww	0	463
79	Vistra	5	https://vist	1	0	5	https://vist	0	470
79	Western Digital	5	https://jobs	1	0	5	https://job	0	472
79	Weyerhaeuser	5	https://ww	1	0	5	none found	0	483
79	Williams-Sonoma	5	https://sust	1	0	5	https://sus	0	485
79	World Fuel Services	5	https://ww	1	0	5	No page for	0	142
166	Hartford Financial Servi	2	https://ww	0	2	2	https://ww	0	2
167	AbbVie	1	https://ww	0	1	1	https://ww	0	3
167	Air Products & Chemica	1	https://ww	0	1	1	https://ww	0	10
167	Amazon	1	https://ww	0	1	1	https://ww	0	16
167	American Electric Powe	1	https://ww	0	1	1	https://ww	0	26
167	Apple	1	https://ww	0	1	1	? None foul	0	36
167	Avery Dennison	1	https://ww	0	1	1	https://ww	0	38
167	Avnet	1	https://ww	0	1	1	None found	0	44
167	Baker Hughes	1	https://ww	0	1	1	https://ww	0	50
167	Bank of New York Mello	1	https://ww	0	1	1	https://ww	0	68
167	Booz Allen Hamilton Ho	1	https://ww	0	1	1	https://ww	0	99
167	BorgWarner	1	https://ww	0	1	1	https://cdn	0	125
167	CACI International	1	https://ww	0	1	1	https://ww	0	130
167	Camping World Holding	1	https://ww	0	1	1	No page for	0	133
167	Capital One Financial	1	https://ww	0	1	1	https://ww	0	140
167	Cognizant Technology S	1	https://ww	0	1	1	https://ww	0	160
167	Comcast	1	https://corp	0	1	1	https://job:	0	168
167	Danaher	1	https://ww	0	1	1	https://ww	0	180
167	Exxon Mobil	1	https://corp	0	1	1	https://cor	0	183
167	Farmers Insurance Exch	1	https://ww	0	1	1	https://ww	0	185
167	Franklin Resources	1	https://ww	0	1	1	https://ww	0	194
167	Freeport-McMoRan	1	https://ww	0	1	1	No page for	0	195
167	General Electric	1	https://ww	0	1	1	Main page	0	204

	T		1	1	1				
167	Johnson & Johnson	1	https://ww	0	1	1	https://ww	0	215
167	KeyCorp	1	https://ww	0	1	1	https://ww	0	242
167	Kohl's	1	https://ww	0	1	1	https://inte	0	256
167	Moody's	1	https://abo	0	1	1	https://abo	0	295
167	Occidental Petroleum	1	https://ww	0	1	1	None found	0	340
167	Oshkosh	1	https://ww	0	1	1	https://ww	0	391
167	PepsiCo	1	https://ww	0	1	1	https://ww	0	396
167	PG&E	1	https://ww	0	1	1	https://ww	0	417
167	Rocket Companies	1	https://ww	0	1	1	myrocketca	0	422
167	Ross Stores	1	https://corp	0	1	1	None found	0	448
167	Starbucks	1	https://stor	0	1	1	https://stoi	0	473
167	Vertex Pharmaceuticals	1	https://glok	0	1	1	https://glot	0	484
167	Visa	1	https://usa	0	1	1	https://usa	0	496
167	Walgreens Boots Allian	1	https://ww	0	1	1	https://ww	0	500
167	Walt Disney	1	https://the	0	1	1	No page for	0	486
N/R	A-Mark Precious Metals	0	https://ww	0	0	0	none found	0	495
N/R	Abbott Laboratories	0	https://ww	0	0	0	https://ww	0	89
N/R	Activision Blizzard	0	https://ww	0	0	0	No page for	0	373
N/R	Adobe	0	https://ww	0	0	0	https://ww	0	234
N/R	Advance Auto Parts	0	https://ww	0	0	0	https://ww	0	301
N/R	Advanced Micro Device	0	https://ww	0	0	0	https://ww	0	309
N/R	AECOM	0	https://aec	0	0	0	https://aec	0	189
N/R	AES	0	https://ww	0	0	0	None found	0	313
N/R	Aflac	0	https://ww	0	0	0	No page for	0	131
N/R	AGCO	0	https://care	0	0	0	https://ar2	0	331
N/R	Alcoa	0	https://ww	0	0	0	https://ww	0	330
N/R	Alexion Pharmaceutical	0	https://alex	0	0	0	https://alex	0	459
N/R	Ally Financial	0	https://ww	0	0	0	https://ww	0	287
N/R	Altice USA	0	https://ww	0	0	0	https://ww	0	306
N/R	Ameren	0	https://ww	0	0	0	https://ww	0	469
N/R	American Family Insura	0	https://ww	0	0	0	https://ww	0	232
N/R	AmerisourceBergen	0	https://ww	0	0	0	No page for	0	8

N/R	Amgen	0	https://ww	0	0	0	https://ww	0	112
N/R	Amphenol	0	https://ww	0	0	0	No page for	0	349
N/R	Analog Devices	0	https://ww	0	0	0	https://ww	0	481
N/R	Anthem	0	http://dive	0	0	0	http://dive	0	23
N/R	Applied Materials	0	https://ww	0	0	0	https://ww	0	176
N/R	Archer Daniels Midland	0	https://ww	0	0	0	No page for	0	51
N/R	Arconic	0	https://ww	0	0	0	https://ww	0	476
N/R	Arrow Electronics	0	No main pa	0	0	0	No ERGs fo	0	102
N/R	Auto-Owners Insurance	0	https://ww	0	0	0	No page for	0	341
N/R	Autoliv	0	https://ww	0	0	0	None found	0	392
N/R	Automatic Data Process	0	https://ww	0	0	0	None found	0	208
N/R	AutoNation	0	https://ww	0	0	0	No page for	0	145
N/R	AutoZone	0	(page 40) h	0	0	0	(page 45) h	0	238
N/R	Avantor	0	https://ww	0	0	0	No page for	0	438
N/R	Avis Budget Group	0	https://avis	0	0	0	https://avis	0	498
N/R	Bath & Body Works	0	https://ww	0	0	0	https://bbv	0	257
N/R	Beacon Roofing Supply	0	https://ww	0	0	0	none found	0	420
N/R	Berkshire Hathaway	0	No page for	0	0	0	No page for	0	6
N/R	Berry Global Group	0	https://ww	0	0	0	https://ww	0	261
N/R	Best Buy	0	https://corp	0	0	0	No page for	0	66
N/R	BlackRock	0	https://ww	0	0	0	https://care	0	192
N/R	Block	0	No page for	0	0	0	No page for	0	323
N/R	Boise Cascade	0	https://ww	0	0	0	none found	0	493
N/R	Booking Holdings	0	https://ww	0	0	0	https://ww	0	424
N/R	Boston Scientific	0	https://ww	0	0	0	https://ww	0	305
N/R	Brighthouse Financial	0	https://ww	0	0	0	No page for	0	353
	Burlington Stores	0	https://ww	0	0	0	No page for	0	471
	C.H. Robinson Worldwi	0	https://ww	0	0	0	https://ww	0	191
N/R	Campbell Soup	0	https://care	0	0	0	https://care	0	335
N/R	Cardinal Health	0	https://ww	0	0	0	https://ww	0	14
N/R	Carrier Global	0	https://ww	0	0	0	https://ww	0	171
N/R	Casey's General Stores	0	No page for	0	0	0	No page for	0	371

N/R	Caterpillar	0	https://ww	0	0	0	https://ww	0	78
N/R	CBRE Group	0	https://ww	0	0	0	https://ww	0	122
N/R	CDW	0	https://ww	0	0	0	https://ww	0	161
N/R	Celanese	0	https://ww	0	0	0	https://ww	0	477
N/R	Charles Schwab	0	https://ww	0	0	0	https://ww	0	251
N/R	Charter Communication	0	https://cor	0	0	0	https://cor	0	64
N/R	Cheniere Energy	0	https://che	0	0	0	No page for	0	328
N/R	Chevron	0	https://care	0	0	0	https://ww	0	27
N/R	Chewy	0	https://care	0	0	0	https://care	0	403
N/R	Chipotle Mexican Grill	0	https://ww	0	0	0	https://ww	0	464
N/R	CHS	0	https://jobs	0	0	0	Main page	0	103
N/R	Cincinnati Financial	0	https://ww	0	0	0	No page for	0	386
N/R	Cintas	0	https://ww	0	0	0	https://ww	0	410
N/R	Cisco Systems	0	https://ww	0	0	0	https://ww	0	63
N/R	Citigroup	0	https://ww	0	0	0	No page for	0	33
N/R	Citizens Financial Group	0	https://ww	0	0	0	https://jobs	0	381
N/R	Coca-Cola	0	https://ww	0	0	0	https://ww	0	93
N/R	Colgate-Palmolive	0	https://ww	0	0	0	https://ww	0	188
N/R	Commercial Metals	0	https://ww	0	0	0	None found	0	492
N/R	Conagra Brands	0	https://care	0	0	0	Same page,	0	283
N/R	ConocoPhillips	0	https://ww	0	0	0	https://ww	0	156
N/R	Consolidated Edison	0	https://ww	0	0	0	https://ww	0	249
N/R	Constellation Brands	0	https://ww	0	0	0	https://ww	0	359
N/R	Core-Mark Holding	0	No page for	0	0	0	No page for	0	224
N/R	Corning	0	https://ww	0	0	0	https://ww	0	277
N/R	Coty	0	https://ww	0	0	0	No page for	0	426
N/R	Crown Castle Internatio	0	No main div	0	0	0	None found	0	467
N/R	Crown Holdings	0	https://ww	0	0	0	No page for	0	269
N/R	CSX	0	https://ww	0	0	0	https://ww	0	292
N/R	Cummins	0	https://ww	0	0	0	https://ww	0	150
N/R	D.R. Horton	0	No page for	0	0	0	No page for	0	148
N/R	Darden Restaurants	0	https://ww	0	0	0	https://ww	0	377

N/R	DaVita	0	https://care	0	0	0	none found			0	- 2	271
N/R	DCP Midstream	0	https://ww	0	0	0	https://ww			0	4	442
N/R	Deere	0	https://ww	0	0	0	Website ha			0		88
N/R	Delta Air Lines	0	https://ww	0	0	0	None found			0	-	178
N/R	Discover Financial Servi	0	https://jobs	0	0	0	https://jobs			0	1	233
N/R	Discovery	0	https://corp	0	0	0	https://cor			0	1	290
N/R	Dollar General	0	https://care	0	0	0	https://care			0		91
N/R	Dollar Tree	0	No page for	0	0	0	No page for			0	:	111
N/R	Duke Energy	0	https://ww	0	0	0	https://ww			0	-	126
N/R	DuPont	0	https://ww	0	0	0	https://ww			0	-	144
N/R	DXC Technology	0	https://dxc	0	0	0	No page for			0	-	152
N/R	Eastman Chemical	0	https://ww	0	0	0	https://ww			0	(1)	355
N/R	eBay	0	https://ww	0	0	0	https://ww			0	2	276
N/R	Ecolab	0	https://ww	0	0	0	https://jobs			0	2	237
N/R	Eli Lilly	0	https://esg	0	0	0	https://esg			0	-	118
N/R	Emerson Electric	0	https://ww	0	0	0	https://ww			0	-	181
N/R	Energy Transfer	0	https://ww	0	0	0	No page for			0		81
N/R	EOG Resources	0	No page for	0	0	0	none found			0	2	285
N/R	Erie Insurance Group	0	https://ww	0	0	0	https://ww			0	3	347
N/R	Eversource Energy	0	https://jobs	0	0	0	https://jobs			0	(1)	338
N/R	Fastenal	0	https://ww	0	0	0	No page for			0	4	479
N/R	FedEx	0	https://ww	0	0	0	https://care			0		45
N/R	Fidelity National Financ	0	https://ww	0	0	0	None found			0	2	288
N/R	Fidelity National Inform	0	https://ww	0	0	0	https://care			0	2	241
N/R	Fifth Third Bancorp	0	https://ww	0	0	0	No page for			0	3	358
N/R	First American Financia	0	https://ww	0	0	0	No page for			0	4	409
N/R	FirstEnergy	0	https://ww	0	0	0	https://ww			0	2	294
	Fiserv	0	https://ww	0	0	0	https://ww			0		205
N/R	Fluor	0	https://ww	0	0	0	https://ww			0		196
N/R	FM Global	0	https://jobs	0	0	0	No page for			0	4	423
N/R	Foot Locker	0	https://inve	0	0	0	https://care			0	3	385
N/R	Fortune Brands Home 8	0	https://ww	0	0	0	https://ww			0	4	456

N/R	Fox	0	https://foxe	0	0	0	https://ww	0	247
N/R	Freddie Mac	0	http://www	0	0	0	https://care	0	47
N/R	Frontier Communicatio	0	https://fror	0	0	0	No ERGs fo	0	402
N/R	Gap	0	https://ww	0	0	0	https://ww	0	221
N/R	General Dynamics	0	https://ww	0	0	0	https://ww	0	84
N/R	General Mills	0	https://ww	0	0	0	https://care	0	169
N/R	Genuine Parts	0	No page for	0	0	0	No page for	0	173
N/R	Global Partners	0	https://ww	0	0	0	No page for	0	361
N/R	Goodyear Tire & Rubbe	0	https://cor	0	0	0	https://cor	0	246
N/R	Group 1 Automotive	0	No page for	0	0	0	No page for	0	286
N/R	Guardian Life Ins. Co. of	0	https://ww	0	0	0	https://ww	0	227
N/R	Hanesbrands	0	https://hbis	0	0	0	https://han	0	432
N/R	Hasbro	0	https://csr.	0	0	0	https://cor	0	494
N/R	HCA Healthcare	0	https://hca	0	0	0	https://care	0	62
N/R	Henry Schein	0	https://ww	0	0	0	under "cult	0	298
N/R	Hershey	0	https://ww	0	0	0	https://ww	0	370
N/R	Hewlett Packard Enterp	0	https://ww	0	0	0	https://com	0	106
N/R	HollyFrontier	0	https://ww	0	0	0	https://s29	0	279
N/R	Home Depot	0	https://cor	0	0	0	https://cor	0	18
N/R	Honeywell Internationa	0	https://ww	0	0	0	https://ww	0	94
N/R	Hormel Foods	0	https://ww	0	0	0	https://ww	0	317
N/R	Humana	0	https://wel	0	0	0	https://care	0	41
N/R	Huntsman	0	https://ww	0	0	0	none found	0	460
N/R	Icahn Enterprises	0	none found	0	0	0	none found	0	453
N/R	Illinois Tool Works	0	https://ww	0	0	0	https://ww	0	240
N/R	Insight Enterprises	0	https://ww	0	0	0	https://ww	0	360
N/R	Intercontinental Exchar	0	https://ww	0	0	0	No page for	0	365
N/R	International Business I	0	https://ww	0	0	0	https://ww	0	42
N/R	Interpublic Group	0	https://ww	0	0	0	https://ww	0	334
N/R	J.B. Hunt Transport Serv	0	https://care	0	0	0	https://care	0	315
N/R	J.M. Smucker	0	https://ww	0	0	0	No page for	0	378
N/R	Jacobs Engineering Gro	0	http://www	0	0	0	http://wwv	0	225

N/R	Jefferies Financial Grou	0	https://ww	0	0	0	https://ww	0	419
N/R	Jones Financial (Edward	0	https://ww	0	0	0	https://ww	0	295
N/R	JPMorgan Chase	0	https://ww	0	0	0	https://ww	0	19
N/R	Kellogg	0	https://crre	0	0	0	https://ww	0	222
N/R	Kinder Morgan	0	No main div	0	0	0	No ERG pag	0	262
N/R	KLA	0	https://ww	0	0	0	https://ww	0	468
N/R	Kraft Heinz	0	https://ww	0	0	0	https://ww	0	110
N/R	Kroger	0	https://ww	0	0	0	None found	0	17
N/R	L3Harris Technologies	0	https://ww	0	0	0	https://ww	0	163
N/R	Laboratory Corp. of Am	0	https://care	0	0	0	https://care	0	218
N/R	Lam Research	0	https://ww	0	0	0	https://ww	0	304
N/R	Lear	0	https://ww	0	0	0	https://ww	0	179
N/R	Leidos Holdings	0	https://ww	0	0	0	https://ww	0	248
N/R	Lennar	0	No page for	0	0	0	No page for	0	129
N/R	Liberty Mutual Insurand	0	https://ww	0	0	0	https://ww	0	71
N/R	Lithia Motors	0	https://ww	0	0	0	No page for	0	231
N/R	LKQ	0	None found	0	0	0	None found	0	266
N/R	Lockheed Martin	0	https://ww	0	0	0	https://ww	0	49
N/R	Lowes	0	https://tale	0	0	0	https://cdn	0	239
N/R	LPL Financial Holdings	0	https://ww	0	0	0	https://ww	0	466
N/R	M&T Bank	0	https://ww	0	0	0	https://ww	0	444
N/R	ManpowerGroup	0	https://ww	0	0	0	https://ww	0	165
N/R	Marathon Petroleum	0	https://ww	0	0	0	None found	0	32
N/R	Markel	0	https://ww	0	0	0	https://ww	0	311
N/R	Marriott International	0	https://ww	0	0	0	None found	0	293
N/R	Marsh & McLennan	0	https://ww	0	0	0	https://ww	0	175
N/R	Masco	0	https://mas	0	0	0	No page for	0	398
N/R	MasTec	0	https://ww	0	0	0	No page for	0	441
N/R	Mastercard	0	https://ww	0	0	0	https://ww	0	201
N/R	McCormick	0	https://ww	0	0	0	https://care	0	482
N/R	McKesson	0	https://ww	0	0	0	https://ww	0	7
N/R	MetLife	0	https://ww	0	0	0	No page for	0	46

N/R	Micron Technology	0	https://ww	0	0	0	https://ww			0	135
N/R	Microsoft	0	https://ww	0	0	0	https://ww			0	15
N/R	Mohawk Industries	0	No page for	0	0	0	No page for			0	321
N/R	Molina Healthcare	0	No page for	0	0	0	https://ww			0	155
N/R	Molson Coors Beverage	0	https://ww	0	0	0	https://ww			0	314
N/R	Mondelez International	0	https://ww	0	0	0	https://ww			0	108
N/R	Morgan Stanley	0	https://ww	0	0	0	https://ww			0	61
N/R	Mosaic	0	https://ww	0	0	0	No page for			0	346
N/R	Motorola Solutions	0	https://ww	0	0	0	https://ww			0	395
N/R	Murphy USA	0	No main div	0	0	0	No page for			0	322
N/R	Mutual of Omaha Insur	0	https://ww	0	0	0	https://cdn			0	282
N/R	Nasdaq	0	https://ww	0	0	0	https://ww			0	480
N/R	NCR	0	https://ww	0	0	0	https://ww			0	446
N/R	NetApp	0	https://ww	0	0	0	https://ww			0	497
N/R	New York Life Insurance	0	https://ww	0	0	0	https://ww			0	67
N/R	Newell Brands	0	https://ww	0	0	0	https://ww			0	325
N/R	Newmont	0	None found	0	0	0	Nonw foun			0	273
N/R	News Corp.	0	https://new	0	0	0	None Found			0	337
N/R	NGL Energy Partners	0	No page for	0	0	0	No page for			0	151
N/R	Nike	0	https://pur	0	0	0	https://pur			0	85
N/R	Nordstrom	0	https://ww	0	0	0	https://ww			0	289
N/R	Norfolk Southern	0	http://www	0	0	0	http://wwv			0	307
N/R	Northrop Grumman	0	https://ww	0	0	0	https://ww			0	86
N/R	NRG Energy	0	https://ww	0	0	0	No page for			0	333
N/R	Nucor	0	https://ww	0	0	0	No page for			0	149
N/R	Nvidia	0	https://ww	0	0	0	https://ww			0	184
N/R	O'Reilly Automotive	0	none found	0	0	0	none found			0	268
N/R	ODP (Office Depot)	0	https://ww	0	0	0	https://med			0	312
N/R	Old Republic Internatio	0	No page for			0	No page for			0	401
N/R	Omnicom Group	0	https://ww	0	0	0	https://ww			0	229
N/R	Ovintiv	0	https://sust	0	0	0	none found			0	458
N/R	Owens Corning	0	https://ww	0	0	0	none found			0	413

N/R	Paccar	0	https://jobs	0	0	0	https://jobs	0	159
N/R	Pacific Life	0	https://ww	0	0	0	https://ww	0	303
N/R	Packaging Corp. of Ame	0	None found	0	0	0	No page for	0	433
N/R	Patterson	0	https://ww	0	0	0	https://ww	0	491
N/R	PBF Energy	0	(scroll to th	0	0	0	None found	0	203
N/R	Penske Automotive Gro	0	https://ww	0	0	0	None found	0	143
N/R	Peter Kiewit Sons'	0	https://kiev	0	0	0	https://kiev	0	243
N/R	Pfizer	0	https://ww	0	0	0	https://ww	0	77
N/R	Phillips 66	0	https://ww	0	0	0	https://phil	0	48
N/R	Polaris	0	No main pa	0	0	0	No page for	0	407
N/R	Post Holdings	0	https://ww	0	0	0	https://ww	0	474
N/R	PPL	0	https://ww	0	0	0	No page for	0	382
N/R	Principal Financial	0	https://ww	0	0	0	https://ww	0	206
N/R	Progressive	0	https://ww	0	0	0	https://ww	0	74
N/R	Public Service Enterpris	0	https://corp	0	0	0	https://cor	0	318
N/R	Publix Super Markets	0	https://corp	0	0	0	No page for	0	69
N/R	PulteGroup	0	https://pult	0	0	0	https://puli	0	284
N/R	PVH	0	https://ww	0	0	0	No page for	0	404
N/R	Qualcomm	0	https://ww	0	0	0	https://ww	0	124
N/R	Quanta Services	0	https://ww	0	0	0	none found	0	278
N/R	R.R. Donnelley & Sons	0	https://ww	0	0	0	https://ww	0	499
N/R	Raymond James Financ	0	https://ww	0	0	0	https://ww	0	367
N/R	Raytheon Technologies	0	https://ww	0	0	0	https://ww	0	57
N/R	Realogy Holdings	0	https://ww	0	0	0	https://s29	0	445
N/R	Regions Financial	0	https://ww	0	0	0	https://ww	0	434
N/R	Reinsurance Group of A	0	https://ww	0	0	0	None found	0	207
N/R	Reliance Steel & Alumir	0	https://ww	0	0	0	No page for	0	343
N/R	Republic Services	0	https://ww	0	0	0	No page for	0	297
N/R	Roper Technologies	0	none found	0	0	0	none found	0	488
N/R	RPM International	0	https://ww	0	0	0	No page for	0	489
	Ryder System	0	https://ryde	0	0	0	None found	0	357
N/R	S&P Global	0	https://ww	0	0	0	https://ww	0	393

N/R	Sanmina	0	https://ww	0	0	0	No page fo	0	418
	Science Applications Int	0	https://ww	0	0	0	https://ww	0	412
	Seaboard	0	https://ww	0	0	0	No page for	0	406
	Select Medical Holdings	0	No main pa	0	0	0	No main pa	0	487
N/R	Sempra Energy	0	https://ww	0	0	0	No page for	0	255
N/R	Sherwin-Williams	0	https://cor	0	0	0	https://s2.c	0	162
N/R	Sonic Automotive	0	https://ww	0	0	0	None found	0	308
N/R	Southern	0	https://ww	0	0	0	https://sou	0	146
N/R	Southwest Airlines	0	https://care	0	0	0	No page for	0	336
N/R	Sprouts Farmers Marke	0	No diversity	0	0	0	None found	0	437
N/R	Stanley Black & Decker	0	https://ww	0	0	0	https://ww	0	209
N/R	State Farm Insurance	0	https://ww	0	0	0	https://esg	0	39
N/R	Steel Dynamics	0	http://susta	0	0	0	No page for	0	319
N/R	StoneX	0	No diversity	0	0	0	No page for	0	58
N/R	Stryker	0	https://ww	0	0	0	https://care	0	212
N/R	Synchrony Financial	0	https://ww	0	0	0	http://wwv	0	187
N/R	Sysco	0	https://ww	0	0	0	https://ww	0	60
N/R	T. Rowe Price	0	https://ww	0	0	0	https://ww	0	447
N/R	Targa Resources	0	https://ww	0	0	0	No page for	0	364
N/R	Taylor Morrison Home	0	No main pa	0	0	0	None found	0	452
N/R	TD Synnex	0	https://ww	0	0	0	none found	0	117
N/R	Tenneco	0	https://ww	0	0	0	No page for	0	199
N/R	Textron	0	https://ww	0	0	0	https://ww	0	265
N/R	Thermo Fisher Scientific	0	https://corp	0	0	0	https://cor	0	95
N/R	Thrivent Financial for Lu	0	https://ww	0	0	0	https://ww	0	369
N/R	Toll Brothers	0	https://ww	0	0	0	https://ww	0	411
N/R	Tractor Supply	0	https://cor	0	0	0	https://cor	0	291
N/R	Truist Financial	0	https://ww	0	0	0	https://filed	0	119
N/R	U.S. Bancorp	0	https://ww	0	0	0	https://ww	0	113
N/R	Ulta Beauty	0	https://ww	0	0	0	No page for	0	451
N/R	Union Pacific	0	https://ww	0	0	0	https://ww	0	153
N/R	United Airlines Holding:	0	https://ww	0	0	0	https://ww	0	200

			I I				1 1			
N/R	United Parcel Service	0	https://abo	0	0	0	https://ww		0	35
N/R	United Rentals	0	https://jobs	0	0	0	https://ww		0	352
N/R	Universal Health Service	0	none found	0	0	0	none found		0	270
N/R	Unum Group	0	https://ww	0	0	0	https://ww		0	230
N/R	US Foods Holding	0	https://ww	0	0	0	https://ww		0	128
N/R	Valero Energy	0	https://ww	0	0	0	No page for		0	53
N/R	W.R. Berkley	0	https://ww	0	0	0	none found		0	372
N/R	W.W. Grainger	0	https://ww	0	0	0	https://ww		0	258
N/R	Waste Management	0	https://ww	0	0	0	No official (0	202
N/R	WEC Energy Group	0	https://ww	0	0	0	https://ww		0	400
N/R	WESCO International	0	https://ww	0	0	0	https://ww		0	245
N/R	Western & Southern Fir	0	https://ww	0	0	0	No page for		0	374
N/R	Westinghouse Air Brake	0	https://ww	0	0	0	https://ww		0	384
N/R	Westlake Chemical	0	https://ww	0	0	0	No page for		0	388
N/R	WestRock	0	https://ww	0	0	0	https://jobs		0	170
N/R	Whirlpool	0	https://ww	0	0	0	https://ww		0	154
N/R	Williams	0	https://ww	0	0	0	https://ww		0	379
N/R	Xcel Energy	0	https://mn.	0	0	0	https://jobs		0	272
N/R	Xerox Holdings	0	https://ww	0	0	0	https://ww		0	415
N/R	Yum Brands	0	http://citize	0	0	0	http://citize		0	478
N/R	Yum China Holdings	0	No page for	0	0	0	No page for		0	363
N/R	Zimmer Biomet Holding	0	https://ww	0	0	0	https://ww		0	414
N/R	Zoetis	0	https://ww	0	0	0	https://ww		0	431