

Workplace Fairness Policies of Virginia-Based Businesses on the Corporate Equality Index¹ Not on the Virginia Top 50 Employer List

- (1) Businesses with *nondiscrimination policies* that prohibit discrimination based on sexual orientation.
- (2) Businesses that *have policies that prohibit discrimination based on sexual orientation and gender identity*.
- (3) Businesses that offer *same-sex partner benefits* to their employees.
- (4) Businesses that *protect employees from discrimination based on sexual orientation and gender identity and offer benefits to same-sex partners*.

Forbes RANK	1	2	3	4	Company Name
333	Y	Y	Y	Y	CarMax (100 CEI Score)
170	Y	Y	Y	Y	Computer Sciences (85 CEI Score)
54	Y	Y	Y	Y	Freddie Mac (100 CEI Score)
332	Y		Y		Gannett (65 CEI Score)
87	Y	Y			General Dynamics (40 CEI Score)
	Y	Y	Y	Y	Hunton and Williams (100 CEI Score)
	Y	Y	Y	Y	McGuire Woods (95 CEI Score)
356	Y		Y		MeadWestvaco (60 CEI Score)
276	Y		Y		Norfolk Southern (58 CEI Score)
360	Y		Y		Owens & Minor (50 CEI Score)
286	Y		Y		Sallie Mae (60 CEI Score)
	Y	Y	Y	Y	Volkswagen of America (100 CEI Score)

¹ Policy information in the chart comes from the 2010 Corporate Equality Index, a rating published by the Human Rights Council.