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## APPENDICES\*

### APPENDICES: RACIAL RHETORIC OR REALITY? CAUTIOUS OPTIMISM ON THE LINK BETWEEN CORPORATE #BLM SPEECH AND BEHAVIOR

Lisa M. Fairfax\*\*

#### APPENDIX A: SURVERY OF CORPORATE BLM STATEMENTS

Appendix A reports original research collected for this Article that details corporate statements made by Fortune 500 (2020) companies from May 25, 2020, the date of George Floyd’s murder, through August 31, 2020.

“Statement” refers to whether the corresponding corporation released a statement.

“Reject Racism” refers to whether released statements explicitly rejected racism.

“Reject Silence” refers to whether released statements explicitly rejected silence.

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“Pledge of Action” refers to whether the corresponding corporation made a commitment to take action beyond releasing a statement.

“Charitable Contribution” refers to whether the corresponding corporation pledged some form of charitable contribution. “EE” refers to employer-employee matching programs, where a corporation commits to matching employee donations to specific charities up to a certain amount.

Fortune 500 (2020)						
No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
1	Walmart	YES	YES	YES	YES	\$100 million
2	Amazon	YES	NO	NO	NO	\$10 million
3	Exxon	NO	--	--	--	--
4	Apple	YES	YES	YES	NO	YES
5	CVS Health	YES	YES	YES	YES	NO
6	Berkshire	NO	--	--	--	--
7	UnitedHe alth Group	YES	YES	YES	YES	\$10 million
8	McKesson	YES	YES	YES	YES	NO
9	AT&T	YES	YES	YES	YES	NO
10	Amerisou rce	YES	YES	YES	YES	2:1 match
11	Alphabet	YES	YES	YES	YES	\$12 million
12	Ford	YES	YES	YES	YES	NO
13	Cigna	YES	YES	YES	YES	NO
14	Costco	NO	--	--	--	--
15	Chevron	YES	YES	YES	YES	NO
16	Cardinal Health	YES	YES	YES	YES	NO
17	JPMorga n Chase	YES	YES	YES	YES	NO
18	General Motors	YES	YES	YES	YES	NO
19	Walgreen s	YES	YES	YES	YES	NO
20	Verizon	YES	YES	YES	YES	\$10 million
21	Microsoft	YES	YES	YES	YES	\$500,000

No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
22	Marathon Petroleum	YES	YES	YES	YES	NO
23	Kroger	YES	YES	YES	YES	\$5 million fund
24	Fannie Mae	YES	YES	YES	YES	NO
25	Bank of America	YES	YES	YES	NO	\$1 billion over 4 years
26	Home Depot	YES	YES	YES	YES	\$1 million
27	Phillips 66	NO	--	--	--	--
28	Comcast	YES	YES	YES	YES	\$100 million over years
29	Anthem	YES	YES	YES	YES	\$50 million over 5 years
30	Wells Fargo	YES	YES	YES	YES	
31	Citigroup	YES	YES	YES	YES	NO
32	Valero	NO	--	--	--	--
33	General Electric	NO	--	--	--	--
34	Dell Technologies	YES	YES	YES	YES	NO
35	Johnson and Johnson	YES	YES	YES	YES	\$10 million
36	State Farm	YES	YES	YES	YES	\$1 million
37	Target	YES	YES	YES	YES	NO
38	IBM	YES	YES	YES	YES	NO
39	Raytheon Technologies	YES	YES	YES	YES	NO
40	Boeing	NO	--	--	--	--
41	Freddie Mac	YES	YES	YES	YES	NO
42	Centene	NO	--	--	--	--
43	United Parcel Service	YES	YES	YES	YES	\$4.2 million + employee volunteer hours

No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
44	Lowes	YES	YES	YES	YES	NO
45	Intel	YES	YES	YES	YES	\$1 million
46	Facebook	YES	YES	YES	YES	\$10 million
47	FedEx	YES	YES	YES	YES	NO
48	MetLife	YES	YES	YES	Yes	NO
49	Walt Disney	YES	YES	YES	NO	NO
50	Procter & Gamble	YES	YES	YES	YES	\$5 million
51	PepsiCo	YES	YES	YES	YES	\$20 million
52	Humana	YES	YES	YES	YES	\$11.5 million
53	Prudentia l Financial	YES	YES	YES	YES	NO
54	Archer Daniels Midland	YES	YES	YES	YES	\$200,000
55	Albertson s	YES	YES	YES	YES	\$5 million
56	Sysco	YES	YES	YES	NO	NO
57	Lockheed Martin	NO	--	--	--	--
58	HP	YES	YES	YES	YES	NO
59	Energy Transfer	NO	--	--	--	--
60	Goldman Sachs	YES	YES	YES	YES	NO
61	Morgan Stanley	YES	YS	YES	YES	\$5 million
62	Caterpilla r	YES	YES	YES	YES	YES
63	Cisco Systems	YES	YES	YES	YES	\$5 million
64	Pfizer	YES	YES	YES	YES	NO
65	HCA Healthcar e	YES	YES	YES	YES	\$250,000 match
66	AIG	YES	YES	YES	YES	\$500,000
67	American Express	YES	YES	YES	YES	\$1 million
68	Delta Airlines	YES	YES	YES	YES	NO
69	Merck	YES	YES	YES	Yes	NO

No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
70	American Airlines	YES	YES	YES	YES	NO
71	Charter Communi cations	YES	YES	YES	YES	\$10 million
72	Allstate	YES	YES	YES	YES	NO
73	New York Life Insurance	YES	YES	YES	YES	NO
74	Nationwi de	YES	YES	YES	YES	NO
75	Best Buy	YES	YES	YES	YES	YES
76	United Continent al Holdings	YES	YES	YES	YES	NO
77	Liberty Mutual	YES	YES	YES	YES	\$1 million
78	Dow	YES	YES	YES	YES	NO
79	Tyson's	YES	YES	YES	YES	\$5 million over 3 years
80	TJX	YES	YES	YES	YES	YES
81	TIAA	YES	YES	YES	YES	NO
82	Oracle	NO	--	--	--	--
83	General Dynamics	NO	--	--	--	--
84	Deere	YES	YES	YES	YES	\$1 million/2:1 EE match
85	Nike	YES	YES	YES	YES	\$40 million over 4 years
86	Progressi ve	YES	YES	YES	YES	NO
87	Publix	NO	--	--	--	--
88	Coca Cola	YES	YES	YES	YES	\$2 million
89	Mass. Mutual Life	YES	YES	YES	YES	NO
90	Tech Data	YES	YES	YES	NO	NO
91	World Fuel Services	NO	--	--	--	--
92	Honeywel l Int'l	YES	YES	YES	YES	\$2 million

No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
93	ConocoPhillips	YES	YES		YES	NO
94	USAA	YES	YES	YES	YES	\$2 million
95	Exelon	YES	YES	YES	YES	NO
96	Northrop Grumman	YES	YES	YES	YES	\$1 million/EE match
97	Capital One	YES	YES	YES	YES	\$10 million/EE match
98	Plains GP Holdings	NO	--	--	--	--
99	AbbVie	YES	YES	YES	YES	EE match
100	StoneX	NO	--	--	--	--
101	Enterprise Products	NO	--	--	--	--
102	Northwestern Mutual	YES	YES	YES	YES	\$1.6 million scholarship/ jobs
103	3M	YES	YES	YES	YES	\$2 million
104	Abbott Laboratories	YES	YES	YES	YES	NO
105	CHS	NO	--	--	--	--
106	Travelers	YES	YES	YES	YES	\$1 million
107	Phillip Morris	NO	--	--	--	--
108	Raytheon	YES	YES	YES	YES	NO
109	Hewlett Packard	YES	YES	YES	YES	NO
110	Arrow Electronics	NO	--	--	--	--
111	CBSViacom	YES	YES	YES	YES	\$25 million
112	Dollar General	YES	YES	YES	YES	\$5 million
113	U.S. Bancorp	YES	YES	YES	NO	\$15 million/capital to Black- led businesses
114	Starbucks	YES	YES	YES	YES	\$1 million

No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
115	Bristol-Myers Squibb	YES	YES	YES	YES	NO
116	US Foods Holding	YES	YES	YES	YES	NO
117	Mondelez Int'l	YES	YES	YES	YES	\$500,000
118	Paccar	NO	--	--	--	--
119	Thermo Fisher	YES	YES	YES	YES	NO
120	Macy's	YES	YES	YES	YES	\$1 million
121	Jabil	NO	--	--	--	--
122	Kraft Heinz	YES	YES	YES	YES	\$1 million
123	Duke Energy	YES	YES	YES	YES	\$1 million
124	Tesla	NO	--	--	--	--
125	PBF Energy	NO	--	--	--	--
126	Qualcomm	YES	YES	YES	YES	YES
127	NGL Energy Partner	NO	--	--	--	--
128	CBRE Group	YES	YES	YES	YES	\$2 million/EE match
129	Baker Hughes	NO	--	--	--	--
130	Synnex	NO	--	--	--	--
131	Dollar Tree	YES	YES	YES	YES	NO
132	Cummins	YES	YES	YES	YES	NO
133	United Natural Foods	YES	YES	YES	YES	EE match
134	Micron Technology	YES	YES	YES	YES	\$500,000/ 2:1 EE match
135	Amgen	YES	YES	YES	YES	\$7.5 million
136	Penske Automotive Group	YES	YES	YES	NO	NO

No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
137	Visa	YES	YES	YES	YES	\$10 million scholarship/ EE match
138	Broadcom	NO	--	--	--	--
139	Nucor	NO	--	--	--	--
140	Gilead Sciences	YES	YES	YES	YES	NO
141	Southwest Airlines	YES	YES	YES	YES	NO
142	Halliburton	NO	--	--	--	--
143	Lumen Technologies	YES	YES	YES	NO	NO
144	International Paper	YES	YES	YES	YES	NO
145	Eli Lilly	YES	YES	YES	YES	\$25 million over 5 years
146	Aflac	YES	YES	YES	NO	NO
147	Lennar	NO	--	--	--	--
148	Occidental	NO	--	--	--	--
149	Union Pacific	YES	YES	YES	YES	NO
150	Rite Aid	YES	YES	YES	YES	\$2 million
151	PNC Financial	YES	YES	YES	YES	
152	Dupont	YES	YES	YES	YES	NO
153	Southern	YES	YES	YES	YES	NO
154	AutoNation	YES	YES	YES	NO	NO
155	DXC Technology	NO	--	--	--	--
156	McDonalds	YES	YES	YES	YES	YES
157	Marriott	YES	YES	YES	YES	YES
158	Manpower Group	YES	YES	YES	YES	NO
159	Bank of New York Mellon	YES	YES	YES	YES	NO
160	Hartford Financial	YES	YES	YES	YES	NO



No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
161	Danaher	YES	YES	YES	YES	\$200,000/ EE match
162	Whirlpool	NO	--	--	--	--
163	AECOM	YES	YES	YES	YES	NO
164	Netflix	YES	YES	YES	YES	NO
165	Kohls	YES	YES	YES	YES	NO
166	Lear	YES	YES	YES	YES	\$ 1 million
167	Altria	YES	YES	YES	YES	\$5 million/ 2:1 EE match
168	Performance Food Group	NO	--	--	--	--
169	Avnet	YES	YES	YES	YES	YES
170	Synchrony Financial	YES	YES	YES	YES	\$5 million
171	Genuine Parts	YES	YES	YES	YES	NO
172	NextEra Energy	NO	--	--	--	--
173	CarMax	YES	YES	YES	YES	\$ 1 million
174	Tenet Healthcare	NO	--	--	--	--
175	Kimberly-Clark	YES	YES	YES	NO	NO
176	Emerson Electric	NO	--	--	--	--
177	WESTROCK	NO	--	--	--	--
178	CDW	YES	YES	YES	YES	NO
179	Jones Lane LaSalle	NO	--	--	--	--
180	Sherwin Williams	NO	--	--	--	--
181	Fluor	NO	--	--	--	--
182	PayPal	YES	YES	YES	YES	\$530 million
183	DR Horton	NO	--	--	--	--
184	HollyFrontier	NO	--	--	--	--
185	Tenneco	YES	YES	YES	NO	NO

No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
186	EOG Resources	NO	--	--	--	--
187	Becton Dickinson	YES	YES	YES	YES	NO
188	Lincoln National	YES	YES	YES	YES	NO
189	PG&E	YES	YES	YES	YES	NO
190	Salesforce	YES	YES	YES	YES	YES
191	Mastercard	YES	YES	YES	YES	\$5 million
192	General Mills	YES	YES	YES	YES	YES
193	Molina	NO	--	--	--	--
194	Cognizant Technology	YES	YES	YES	YES	NO
195	Marsh & Mclennan	YES	YES	YES	YES	\$5 million over three years/ EE match
196	XPO Logistics	YES	YES	YES	YES	NO
197	Dominion Energy	YES	YES	YES	YES	\$5 million
198	Western Digital	YES	YES	YES	YES	NO
199	GAP	YES	YES	YES	YES	\$250,000
200	Aramark	YES	YES	YES	YES	NO
201	Principal Financial	YES	YES	YES	YES	NO
202	Ross Stores	YES	YES	YES	YES	\$500,000
203	Colgate- Palmolive	YES	YES	YES	YES	NO
204	American Electric Power	YES	YES	YES	YES	NO
205	Nordstrom	YES	YES	YES	YES	NO
206	Jacobs Engineering	YES	YES	YES	YES	EE match

No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
207	Waste Managem ent	YES	YES	YES	YES	NO
208	CH Robinson	NO	--	--	--	--
209	PPG Industries	YES	YES	YES	YES	YES/ EE match
210	Booking Holdings	YES	YES	YES	YES	NO
211	Omnicom Group	YES	YES	YES	YES	NO
212	Loews	NO	--	--	--	--
213	Ecolab	YES	YES		YES	NO
214	Stryker	YES	YES	YES	NO	NO
215	Estee Lauder	YES	YES	YES	YES	\$10 million over three years
216	Goodyear	NO	--	--	--	--
217	Truist	YES	YES	YES	YES	NO
218	Applied Materials	YES	YES	YES	YES	\$100,000
219	BlackRoc k	YES	YES	YES	YES	\$10 million/ 2:1 EE match
220	Stanley Black and Decker	YES	YES	YES	NO	NO
221	Freeport McMoran	NO	--	--	--	--
222	Texas Instrume nts	YES	YES	YES	YES	\$1 million
223	Biogen	YES	YES	YES	YES	NO
224	Parker Hannifin	NO	--	--	--	--
225	Reinsura nce Group	NO	--	--	--	--
226	Howmet aerospace	NO	--	--	--	--
227	ADP	YES	YES	YES	YES	\$ 5 million
228	Uber	YES	YES	YES	YES	YES
229	Illinois Tool Works	YES	YES	YES	NO	NO
230	Davita	YES	YES	YES	YES	NO

No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
231	Discover Financial Services	YES	YES	YES	YES	YES
232	Land O'Lakes	YES	YES	YES	YES	NO
233	VF	YES	YES	YES	YES	YES
234	Corteva	YES	YES	YES	YES	NO
235	Las Vegas Sands	NO	--	--	--	--
236	Textron	NO	--	--	--	--
237	Kellogg	YES	YES	YES	YES	\$1 million
238	Guardian Life Insurance	YES	YES	YES	YES	NO
239	Qurate Retail	YES	YES	YES	YES	NO
240	Core- Mark Holding	NO	--	--	--	--
241	Communi- ty Health System	NO	--	--	--	--
242	Kinder Morgan	NO	--	--	--	--
243	BJs Wholesale	YES	YES	YES	YES	NO
244	State Street	YES	YES	YES	YES	NO
245	Ameripris- e Financial	YES	YES	YES	YES	\$500,000
246	Global Partners	NO	--		--	--
247	United States Steel	YES	YES	YES	YES	NO
248	L Brands	YES	YES	YES	YES	\$1 million
249	MGM Resorts	YES	YES	YES	YES	YES
250	L3 Technolog- ies	YES	YES	YES	YES	\$2,050,000
251	DISH Network	YES	YES	YES	NO	NO

No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
252	Lithia Motors	NO	--	--	--	--
253	DTE Energy	YES	YES	YES	YES	NO
254	American Family	YES	YES	YES	YES	YES
255	Farmers Insurance Exchange	YES	YES	YES	YES	\$250,000
256	Consolida ted Edison	YES	YES	YES	YES	YES
257	LKQ	NO	--	--	--	--
258	Sempra Energy	YES	YES	YES	YES	NO
259	Edison Int'l	YES	YES	YES	NO	NO
260	CenterPoi nt Energy	YES	YES	YES	YES	NO
261	Quanta Services	NO	--	--	--	--
262	MURPHY USA	NO	--	--	--	--
263	Expedia Group	YES	YES	YES	YES	NO
264	Group 1 Automoti ve	NO	--	--	--	--
265	Bed Bath	YES	YES	YES	YES	\$1 million
266	Unum Group	YES	YES	YES	YES	NO
267	CSX	YES	YES	YES	YES	NO
268	AutoZone	NO	--	--	--	--
269	Pacific Life	YES	YES	YES	YES	NO
270	Vistra Energy	YES	YES	YES	YES	NO
271	Charles Schwab	NO	--	--	--	--
272	Crown Holdings	NO	--	--	--	--
273	Ally Financial	YES	YES	YES	YES	NO

No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
274	Lab. Corp. of America	NO	--	--	--	--
275	Live Nation	YES	YES	YES	YES	YES
276	Xcel Energy	YES	YES	YES	YES	NO
277	Corning	YES	YES	YES	YES	NO
278	W.W. Grainger	YES	YES	YES	YES	NO
279	Ball	NO	--	--	--	--
280	FOX (20 <sup>th</sup> Century Fox)	YES	YES	YES	YES	NO
281	Universal Health Services	NO	--	--	--	--
282	Baxter Int'l	YES	YES	YES	YES	NO
283	Norfolk Southern	NO	--	--	--	--
284	Navistar Intl	NO	--	--	--	--
285	Adobe	YES	YES	YES	YES	\$1 million/ EE match
286	JCPENN Y	YES	YES	YES	YES	NO
287	Discovery	YES	YES	YES	YES	YES
288	Keurig Dr Pepper	NO	--	--	--	--
289	Leidos Holdings	YES	YES	YES	YES	YES
290	IQVIA	NO	--	--	--	--
291	Reliance Steel	NO	--	--	--	--
292	Nvidia	YES	YES	YES	YES	NO
293	Entergy	YES	YES	YES	YES	NO
294	FirstEner gy	YES	YES	YES	YES	NO
295	eBay	YES	YES	YES	YES	\$1.3 million
296	Boston Scientific	YES	YES	YES	YES	YES

No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
297	ODP (Office Depot)	YES	YES	YES	YES	YES
298	Molson Coors Brewing	YES	YES	YES	YES	\$1.5 million
299	Steel Dynamics	NO	--	--	--	--
300	Mutual of Omaha	YES	YES	YESE	YES	NO
301	Sonic Automoti ve	NO	--	--	--	--
302	Alcoa	NO	--	--	--	--
303	Fidelity National Info.	YES	YES	YES	YES	NO
304	Henry Schein	YES	YES	YES	YES	NO
305	Republic Services	YES	YES	YES	YES	NO
306	Liberty Media	NO	--	--	--	--
307	Peter Kiewet Sons	NO	--	--	--	--
308	Interpubli c Group	YES	YES	YES	YES	NO
309	Pulte Group	NO	--	--	--	--
310	AES	YES	YES	YES	NO	NO
311	fiserv	YES	YES	YES	YES	\$10 million
312	BorgWarn er	YES	YES	YES	YES	NO
313	Oneok	NO	--	--	--	--
314	O-Reilly Automoti ve	NO	--	--	--	--
315	Assurant	YES	YES	YES	YES	NO
316	Newell Brands	YES	YES	YES	YES	YES
317	Public Service	YES	YES	YES	YES	\$1 million

No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
	Enterprise					
318	News Corp	NO	--	--	--	--
319	Capline	NO	--	--	--	--
320	Auto Owners Insurance	NO	--	--	--	--
321	Mohawk Industries	NO	--	--	--	--
322	Campbell Soup	YES	YES	YES	YES	NO
323	PVH	YES	YES	YES	YES	\$200,000 million/ EE match
324	NRG Energy	YES	YES	YES	YES	\$1 million
325	Fifth Third	YES	YES	YES	YES	NO
326	Hertz Global Holding	NO	--	--	--	--
327	Altice USA	NO	--	--	--	--
328	Newmont	YES	YES	YES	YES	NO
329	Cheniere Energy	YES	YES	YES	NO	NO
330	Advance Auto Parts	YES	YES	YES	YES	NO
331	Lam Research	YES	YES	YES	YES	YES
332	Owens & Minor	NO	--	--	--	--
333	Equitable Holdings	YES	YES	NO	NO	NO
334	Conagra Brands	YES	YES	YES	YES	NO
335	Markel	YES	YES	YES	YES	NO
336	Jones Financial	YES	YES	YES	YES	\$1.2 million
337	Hormel Foods	YES	YES	YES	YES	NO



No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
338	Hilton Worldwide	YES	YES	YES	YES	NO
339	Univar Solutions	YES	YES	YES	YES	NO
340	United Rentals	NO	--		--	--
341	Pioneer Natural Resources	YES	YES	YES	YES	NO
342	Delek US Holding	NO	--	--	--	--
343	Eastman Chemical	YES	YES	YES	YES	NO
344	EMCOR Group	NO	--	--	--	--
345	Avis Budget Group	YES	YES	YES	YES	NO
346	J.B. Hunt Transport Services	YES	YES	YES	NO	NO
347	XEROX	YES	YES	YES	NO	NO
348	Wayfair	YES	YES	YES	YES	YES
349	KKR	YES	YES	YES	YES	NO
350	AGCO	NO	--	--	--	--
351	Alleghany	NO	--	--	--	--
352	Icahn Enterprises	NO	--	--	--	--
353	Voya Financial	YES	YES	YES	YES	NO
354	Ryder System	NO	--	--	--	--
355	Air Products & Chemicals	YES	YES	YES	NO	NO
356	Mosaic	YES	YES	YES	YES	NO
357	Huntington Ingalls Industries	YES	YES	YES	YES	NO

No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
358	Berry Global Group	NO	--	--	--	--
359	Anixter Internatio nal	NO	--	--	--	--
360	Alaska Air Group	YES	YES	YES	YES	NO
361	Yum China Holdings	YES	YES	YES	YES	NO
362	Dick's Sporting Goods	YES	YES	YES	YES	NO
363	Casers Holdings	YES	YES	YES	YES	NO
364	Genworth Financial	YES	YES	YES	NO	NO
365	Targa Resources	NO	--	--	--	--
366	Coty; Sue Nabi	NO	--	--	--	--
367	Dana	NO	--	--	--	--
368	Thrivent Financial for Lutheran	YES	YES	YES	YES	\$3 million
369	Autoliv	NO	--	--	--	--
370	SpartanN ash	YES	YES	YES	YES	NO
371	Eversourc e Energy	YES	YES	YES	YES	NO
372	Darden Restaura nts	YES	YEES	YES	YES	NO
373	Chesapea ke Energy	NO	--	--	--	--
374	NOV	NO	--	--	--	--
375	Fidelity National Financial	NO	--	--	--	--
376	Erie Insurance Group	YES	YES	YES	YES	NO

No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
377	Oshkosh	NO	--	--	--	--
378	Casey's General Store	NO	--	--	--	--
379	WESCO Internatio nal	NO	--	--	--	--
380	Tractor Supply	YES	YES	YES	YES	NO
381	CommSco pe Holding	YES	YES	YES	YES	NO
382	Huntsma n	NO	--	--	--	--
383	American Financial Group	NO	--	--	--	--
384	Masco	NO	--	--	--	--
385	Sanmina	NO	--	--	--	--
386	Amphenol	NO	--	--	--	--
387	Williams	NO	--	--	--	--
388	Westingh ouse Air Brake Technolog y	NO	--	--	--	--
389	Expedito rs Internatio nal of Washingt on	NO	--	--	--	--
390	Anderson s	NO	--	--	--	--
391	Westlake Chemical	NO	--	--	--	--
392	Constellat ion Brands	YES	YES	YES	YES	\$1 million
393	Frontier Communi cation	NO	--	--	--	--
394	JetBlue Airways	YES	YES	YES	YES	YES

No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
395	Citizens Financial Group	NO	--	--	--	--
396	Raymond James Financial	YES	YES	YES	YES	\$1.5 million
397	Footlocke r	YES	YES	YES	YES	\$200 million over 5 years
398	Hershey	YES	YES	YES	YES	\$250,000
399	Zimmer Biomet Holdings	YES	YES	YES	YES	\$5 million over 5 years
400	Cincinnati Financial	NO	--	--	--	--
401	Western & Southern Financial Group	NO	--	--	--	--
402	W.R. Berkley	NO	--	--	--	--
403	Motorola	NO	--	--	--	--
404	Thor Industries	YES	YES	YES	YES	NO
405	Regenero n Pharmace uticals	YES	YES	YES	YES	NO
406	Sprite Aerosyste ms Holdings	NO	--	--	--	--
407	J.M. Smucker	NO	--	--	--	--
408	PPL	YES	YES	YES	YES	NO
409	Insight Enterpris es	NO	--	--	--	--
410	Quest Diagnosti cs	NO	--	--	--	--
411	Keycorp	NO	--	--	--	--
412	Veritiv	YES	YES	YES	YES	NO

No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
413	DCP Midstream	NO	--	--	--	--
414	American Tower				YES	
415	Graybar Electric	NO	--	--	--	--
416	WEC Energy Group	YES	YES	YES	YES	NO
417	NVR	NO	--	--	--	--
418	Ulta Beauty	YES	YES		YES	YES
419	Devon Energy	NO	--	--	--	--
420	Blackstone Group	YES	YES	YES	YES	NO
421	Dean Foods	NO	--		--	--
422	Fortive	YES	YES	YES	YES	NO
423	UGI	NO	--	--	--	--
424	Burlington Stores	YES	YES		YES	NO
425	Builders FirstSource	NO	--	--	--	--
426	Toll Brothers	NO	--	--	--	--
427	Old Republic International	NO	--	--	--	--
428	Asbury Automotive Group	NO	--	--	--	--
429	Arthur J. Gallagher	YES	YES	YES	YES	NO
430	MasTec	NO	--	--	--	--
431	Owens Corning	YES	YES	YES	YES	NO
432	Magellan Health	YES	YES	YES	YES	NO
433	Dover	NO	--	--	--	--

No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
434	Beacon Roofing Supply	NO	--	--	--	--
435	Avery Dennison	YES	YES	YES	YES	NO
436	Hanesbra nd	YES	YES	YES	YES	YES
437	Packagin g Corp. of America	NO	--	--	--	--
438	MT&T Bank	YES	YES	YES	YES	NO
439	NCR	YES	YES	YES	YES	NO
440	Northern Trust	YES	YES	YES	YES	NO
441	Cintas	YES	YES	YES	YES	NO
442	Polaris	YES	YES	YES	YES	\$250,000
443	CMS Energy	YES	YES	YES	YES	\$100,000
444	Seaboard	NO	--	--	--	--
445	Intuit	YES	YES	YES	NO	NO
446	Regions Financial	YES	YES	YES	YES	\$12 million
447	FM Global	NO	--	--	--	--
448	Advanced Micro Devices	YES	YES	YES	YES	YES
449	Ovintiv	NO	--	--	--	--
450	Booz Allen Hamilton	YES	YES	YES	YES	NO
451	S&P Global	YES	YES	YES	YES	NO
452	Rockwell Automati on	YES	YES	YES	YES	NO
453	O-I Glass (Owens Illinois)	NO	--	--	--	--
454	Wynn Resorts	YES	YES	YES	YES	NO

No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
455	Securian Financial Group	NO	--	--	--	--
456	Alliance Data Systems	YES	YES	YES	NO	NO
457	Brighthou se Financial	NO	--	--	--	--
458	Weyerhae user	YES	YES	YES	YES	YES
459	Interconti nental	NO	--	--	--	--
460	American Axle Manufact uring	NO	--	--	--	--
461	Hess	NO	--	--	--	--
462	ABM Industries	YES	YES	YES	YES	NO
463	Activision Blizzard	YES	YES		YES	YES
464	GameSto p	YES	YES	YES	NO	NO
465	APA (Apache)	NO	--	--	--	--
466	Science Applicatio ns Internatio nal	NO	--		--	--
467	AK Steel Holdings	N/A (acqui red by Cleve land- Cliffs )	--	--	--	--
468	Dillard's	NO	--	--	--	--
469	Ralph Lauren	YES	YES	YES	YES	NO
470	Celanese	NO	--	--	--	--

No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
471	R.R. Donnelley & Sons	YES	YES	YES	YES	NO
472	Zoetis	NO	--	--	--	--
473	Mahwah Bergen Retail Group	NO	--	--	--	--
474	Clorox	YES	YES	YES	YES	\$2.5 million
475	Ingredion	YES	YES	YES	NO	NO
476	First American Financial	NO	--	--	--	--
477	Graphic Packagin g Holding	NO	--	--	--	--
478	HD Supply Holdings	YES	YES	YES	NO	NO
479	NetApp	YES	YES	YES	YES	NO
480	Travel Centers of America	NO	--	--	--	--
481	Olin	NO	--	--	--	--
482	Robert Half Internatio nal	YES	YES	YES	YES	NO
483	Enlink Midstrea m	NO	--	--	--	--
484	Avantor	NO	--	--	--	--
485	Tapestry	YES	YES	YES	YES	NO
486	TD Ameritra de Holding	YES				
487	Analog Devices	NO	--	--	--	--
488	Ameren	YES	YES	YES	YES	NO
489	Williams- Sonoma	NO	--	--	--	--
490	Realogy Holdings	YES	YES	YES	YES	NO



No.	Company	State ment	Reject Racism	Reject Silence	Pledge of Action	Charitable Contribution
491	Commercial Metals	NO	--	--	--	--
492	Rush Enterprises	NO	--	--	--	--
493	Franklin Resources	YES	YES	YES	YES	NO
494	Fortune Brands Home and Security	NO	--	--	--	--
495	Levi Strauss	YES	YES	YES	YES	\$1 million
496	Crown Castle International	YES	YES	YES	YES	YES
497	Simon Property Group	NO	--	--	--	--
498	Cerner	YES	YES	YES	YES	NO
499	Post Holdings	YES	YES	YES	YES	NO
500	Huntington Bancshares	YES	YES	YES	YES	YES

## APPENDIX B: SURVEY OF CORPORATE DIRECTOR CHANGES

Appendix B reports original research collected for this Article that details changes made to the boards of directors made by Fortune 500 (2020) companies from June 1, 2020 through July 31, 2021. A detailed methodology of this research can be found at Lisa M. Fairfax, *Racial Rhetoric or Reality? Cautious Optimism on the Link Between Corporate #BLM Speech and Behavior*, 2022 COLUM. BUS. L. REV. 163–66.

“New Director” refers to whether the corresponding Fortune 500 (2020) company appointed a new director from June 1, 2020 through July 31, 2021. The number in parentheses reflects the number of new directors the company appointed during that time period.

“Black,” “Person of Color,” “White Woman,” and “White Man” refer to the classification of new directors the corresponding Fortune 500 (2020) company appointed from June 1, 2020 through July 31, 2021.

“Person of Color” refers to new directors that are people of color other than new Black directors.

No.	Company	Fortune 500 (2020)					
		Stat eme nt	New Direc tor	Black	Person of Color	White Woman	White Man
1	Walmart	YES	NO				
2	Amazon	YES	YES (1)				YES (1)
3	Exxon	NO	NO				
4	Apple	YES	YES (1)		YES (1)		
5	CVS Health	YES	NO				
6	Berkshire	NO	NO				

No.	Company	Statement	New Director	Black	Person of Color	White Woman	White Man
7	UnitedHealth Group	YES	YES (1)				YES (1)
8	McKesson	YES	NO				
9	AT&T	YES	NO				
10	Amerisource	YES	NO				
11	Alphabet	YES	NO				
12	Ford	YES	YES (2)			YES (1)	YES (1)
13	Cigna	YES	YES (1)	YES (1)			
14	Costco	YES	NO				
15	Chevron	YES	YES (1)				YES (1)
16	Cardinal Health	YES	YES (2)	YES (1)			YES (1)
17	JPMorgan Chase	YES	YES (1)			YES (1)	
18	General Motors	YES	NO				
19	Walgreens	YES	YES (1)	YES (1)			
20	Verizon	YES	YES (1)			YES (1)	
21	Microsoft	YES	NO				
22	Marathon Petroleum	YES	YES (1)		YES (1)		
23	Kroger	YES	YES (1)	YES (1)			
24	Fannie Mae	YES	YES (2)	YES (1)			YES (1)
25	Bank of America	YES	NO				
26	Home Depot	YES	NO				
27	Phillips 66	NO	YES (3)	YES (1)		YES (1)	YES (1)
28	Comcast	YES	YES (1)			YES (1)	
29	Anthem	YES	NO				

No.	Company	Statement	New Director	Black	Person of Color	White Woman	White Man
30	Wells Fargo	YES	YES (1)				YES (1)
31	Citigroup	YES	NO				
32	Valero	NO	NO				
33	General Electric	NO	NO				
34	Dell Technologies	YES	NO				
35	Johnson and Johnson	YES	YES (1)	YES (1)			
36	State Farm	YES	YES (2)	YES (2)			
37	Target	YES	YES (2)	YES (1)		YES (1)	
38	IBM	YES	NO				
39	Raytheon Technologies	YES	YES (1)				YES (1)
40	Boeing	NO	YES (1)			YES (1)	
41	Freddie Mac	YES	YES (2)				YES (2)
42	Centene	NO	NO				
43	United Parcel Service	YES	YES (5)	YES (2)	YES (1)	YES (2)	
44	Lowe's	YES	YES (2)	YES (1)			YES (1)
45	Intel	YES	YES (1)				YES (1)
46	Facebook	YES	NO				
47	FedEx	YES	YES (1)		YES (1)		
48	MetLife	YES	NO				
49	Walt Disney	YES	YES (2)		YES (1)		YES (1)
50	Procter & Gamble	YES	YES (1)	YES (1)			
51	PepsiCo	YES	YES (2)	YES (1)			YES (1)

No.	Company	Statement	New Director	Black	Person of Color	White Woman	White Man
52	Humana	YES	YES (2)		YES (1)	YES (1)	
53	Prudential Financial	YES	YES (1)			YES (1)	
54	Archer Daniels Midland	YES	YES (1)	YES (1)			
55	Albertsons	YES	YES (3)	YES (1)	YES (1)		YES (1)
56	Sysco	YES	NO				
57	Lockheed Martin	NO	NO				
58	HP	YES	YES (1)			YES (1)	
59	Energy Transfer	NO	YES (2)				YES (2)
60	Goldman Sachs	YES	YES (1)			YES (1)	
61	Morgan Stanley	YES	YES (1)		YES (1)		
62	Caterpillar	YES	YES (2)	YES (1)			YES (1)
63	Cisco Systems	YES	NO				
64	Pfizer	YES	NO				
65	HCA Healthcare	YES	NO				
66	AIG	YES	YES (1)	YES (1)			
67	American Express	YES	YES (2)	YES (2)			
68	Delta Airlines	YES	NO				
69	Merck	YES	YES (1)	YES (1)			
70	American Airlines	YES	YES (1)	YES (1)			
71	Charter Communications	YES	NO				

No.	Company	Stat eme nt	New Direc tor	Black	Person of Color	White Woman	White Man
72	Allstate	YES	YES (2)	YES (1)		YES (1)	
73	New York Life Insurance	YES	YES (2)	YES (1)		YES (1)	
74	Nationwi de	YES	YES (2)			YES (2)	
75	Best Buy	YES	YES (2)		YES (1)	YES (1)	
76	United Continent al Holdings	YES	YES (1)	YES (1)			
77	Liberty Mutual	NO	NO				
78	Dow	YES *	YES (1)	YES (1)			
79	Tyson's	YES	YES (1)			YES (1)	
80	TJX	YES	YES (2)	YES (1)	YES (1)		
81	TIAA	YES	YES (3)	YES (3)			
82	Oracle	NO	NO				
83	General Dynamics	NO	YES (1)				YES (1)
84	Deere	YES	NO				
85	Nike	YES	NO				
86	Progressi ve	YES	YES (1)	YES (1)			
87	Publix	NO	NO				
88	Coca Cola	YES	NO				
89	Mass. Mutual Life	YES	NO				
90	Tech Data	YES	YES (2)		YES (1)		YES (1)
91	World Fuel Services	NO	NO				
92	Honeywel l Int'l	YES	NO				

No.	Company	Statement	New Director	Black	Person of Color	White Woman	White Man
93	ConocoPhillips	YES	YES (2)	YES (1)			YES (1)
94	USAA	YES	YES (2)		YES (1)	YES (1)	
95	Exelon	YES	YES (1)	YES (1)			
96	Northrop Grumman	YES	YES (1)			YES (1)	
97	Capital One	YES	YES (2)	YES (2)			
98	Plains GP Holdings	NO	YES (1)				YES (1)
99	AbbVie	YES	NO				
100	StoneX	NO	NO				
101	Enterprise Products	NO	NO				
102	Northwestern Mutual	YES	YES (2)			YES (2)	
103	3M	YES	YES (1)			YES (1)	
104	Abbott Laboratories	YES	YES (1)			YES (1)	
105	CHS	NO	NO				
106	Travelers	YES	YES (1)			YES (1)	
107	Phillip Morris	YES	YES (1)	YES (1)			
108	Raytheon	YES	NO				
109	Hewlett Packard	YES	NO				
110	Arrow Electronics	NO	NO				
111	CBSViacom	YES	NO				
112	Dollar General	YES	NO				
113	U.S. Bancorp	YES	YES (1)	YES (1)			

No.	Company	Stat eme nt	New Direc tor	Black	Person of Color	White Woman	White Man
114	Starbucks	YES	NO	NO (Ne w Chai r)			
115	Bristol- Myers Squibb	YES	YES (2)	YES (2)			
116	US Foods Holding	YES	NO				
117	Mondelez Int'l	YES	YES (1)			YES (1)	
118	Paccar	NO	YES (1)		YES (1)		
119	Thermo Fisher	YES	YES (1)			YES (1)	
120	Macy's	YES	NO				
121	Jabil	NO	NO				
122	Kraft Heinz	YES	YES (2)	YES (1)	YES (1)		
123	Duke Energy	YES	YES (3)	YES (1)		YES (1)	YES (1)
124	Tesla	NO	NO				
125	PBF Energy	NO	NO				
126	Qualcom m	YES	YES (1)	YES (1)			
127	NGL Energy Partner	NO	NO				
128	CBRE Group	YES	YES (1)		YES (1)		
129	Baker Hughes	NO	YES (2)	YES (1)		YES (1)	
130	Synnex	NO	NO				
131	Dollar Tree	YES	YES (2)		YES (1)	YES (1)	
132	Cummins	YES	YES (2)	YES (2)			
133	United Natural Foods	YES	YES (1)	YES (1)			



No.	Company	Statement	New Director	Black	Person of Color	White Woman	White Man
134	Micron Technology	YES	YES (1)	YES (1)			
135	Amgen	YES	YES (1)			YES (1)	
136	Penske Automotive Group	YES	NO				
137	Visa	YES	YES (1)			YES (1)	
138	Broadcom	NO	NO				
139	Nucor	NO	NO				
140	Gilead Sciences	YES	YES (3)	YES (1)	YES (1)		YES (1)
141	Southwest Airlines	YES	NO				
142	Halliburton	NO	YES (1)		YES (1)		
143	Lumen Technologies	YES	YES (1)	YES (1)			
144	International Paper	YES	YES (2)	YES (1)			YES (1)
145	Eli Lilly	YES	YES (2)	YES (2)			
146	Aflac	YES	YES (2)		YES (1)	YES (1)	
147	Lennar	NO	YES (1)			YES (1)	
148	Occidental	NO	YES (1)		YES (1)		
149	Union Pacific	YES	NO				
150	Rite Aid	YES	YES (1)			YES (1)	
151	PNC Financial	YES	YES (1)				YES (1)
152	Dupont	YES*	NO				
153	Southern	YES	YES (1)	YES (1)			
154	AutoNation	YES	YES (1)	YES (1)			

No.	Company	Statement	New Director	Black	Person of Color	White Woman	White Man
155	DXC Technology	NO	YES (2)	YES (1)		YES (1)	
156	McDonald's	YES	NO				
157	Marriott	YES	YES (3)				YES (3)
158	Manpower Group	YES	YES (2)	YES (1)	YES (1)		
159	Bank of New York Mellon	YES	YES (2)		YES (1)	YES (1)	
160	Hartford Financial	YES	YES (1)	YES (1)			
161	Danaher	YES	YES (1)				YES (1)
162	Whirlpool	NO	NO				
163	AECOM	YES	YES (3)	YES (1)		YES (1)	YES (1)
164	Netflix	YES	YES (1)	YES (1)			
165	Kohls	YES	YES (1)	YES (1)			
166	Lear	YES	YES (2)	YES (1)			YES (1)
167	Altria	YES	YES (1)			YES (1)	
168	Performance Food Group	NO	YES (1)	YES (1)			
169	Avnet	YES	NO				
170	Synchrony Financial	YES	YES (1)				YES (1)
171	Genuine Parts	YES	YES (1)	YES (1)			
172	NextEra Energy	NO	YES (1)			YES (1)	
173	CarMax	YES	NO				
174	Tenet Healthcare	NO	YES (2)	YES (1)	YES (1)		

No.	Company	Statement	New Director	Black	Person of Color	White Woman	White Man
175	Kimberly-Clark	YES	YES (1)			YES (1)	
176	Emerson Electric	NO	YES (1)	YES (1)			
177	WESTROCK	NO	NO				
178	CDW	YES	YES (2)	YES (1)	YES (1)		
179	Jones Lane LaSalle	NO	YES (1)		YES (1)		
180	Sherwin Williams	NO	YES (1)	YES (1)			
181	Fluor	NO	YES (1)	YES (1)			
182	PayPal	YES	NO				
183	DR Horton	NO	NO				
184	HollyFrontier	NO	YES (1)		YES (1)		
185	Tenneco	YES	YES (1)			YES (1)	
186	EOG Resources	NO	YES (1)				YES (1)
187	Becton Dickinson	YES	NO				
188	Lincoln National	YES	YES (1)	YES (1)			
189	PG&E	YES	YES (11)	YES (2)	YES (1)	YES (2)	YES (6)
190	Salesforce	YES	NO				
191	Mastercard	YES	YES (1)				YES (1) (CEO)
192	General Mills	YES	NO				
193	Molina	NO	YES (1)	YES (1)			
194	Cognizant Technology	YES	NO				
195	Marsh & McLennan	YES	NO				

No.	Company	Stat eme nt	New Direc tor	Black	Person of Color	White Woman	White Man
196	XPO Logistics	YES	NO				
197	Dominion Energy	YES	YES (1)				YES (1) (Chai r)
198	Western Digital	YES	YES (1)	YES (1)			
199	GAP	YES	YES (1)	YES (1)			
200	Aramark	YES	YES (1)	YES (1)			
201	Principal Financial	YES	YES (2)		YES (1)	YES (1)	
202	Ross Stores	YES	YES (1)	YES (1)			
203	Colgate- Palmolive	YES	YES (1)	YES (1)			
204	American Electric Power	YES	YES (1)	YES (1)			
205	Nordstro m	YES	NO				
206	Jacobs Engineeri ng	YES	YES (2)	YES (1)	YES (1)		
207	Waste Managem ent	YES	YES (2)			YES (1)	YES (1)
208	CH Robinson	NO	YES (1)	YES (1)			
209	PPG Industries	YES	YES (2)		YES (1)		YES (1)
210	Booking Holdings	YES	NO				
211	Omnicom Group	YES	NO				
212	Loews	NO	NO				
213	Ecolab	YES	YES (1)				YES (1)
214	Stryker	YES	YES (1)				YES (1)

No.	Company	Statement	New Director	Black	Person of Color	White Woman	White Man
215	Estee Lauder	YES	NO				
216	Goodyear	NO	YES (1)			YES (1)	
217	Truist	YES	NO				
218	Applied Materials	YES	YES (1)		YES (1)		
219	BlackRock	YES	YES (1)				YES (1)
220	Stanley Black and Decker	YES	YES (2)		YES (1)	YES (1)	
221	Freeport McMoran	NO	YES (2)				YES (2)
222	Texas Instruments	YES	NO				
223	Biogen	YES	YES (2)	YES (1)	YES (1)		
224	Parker Hannifin	NO	NO				
225	Reinsurance Group	NO	YES (3)	YES (1)	YES (1)		YES (1)
226	Howmet aerospace	NO	YES (1)	YES (1)			
227	ADP	YES	YES (1)	YES (1)			
228	Uber	YES	YES (1)	YES (1)			
229	Illinois Tool Works	YES	YES (1)	YES (1)			
230	Davita	YES	YES (2)	YES (1)	YES (1)		
231	Discover Financial Services	YES	YES (1)	YES (1)			
232	Land O'Lakes	YES	N/A (No information)				

No.	Company	Stat eme nt	New Direc tor	Black	Person of Color	White Woman	White Man
			found )				
233	VF	YES	NO				
234	Corteva	YES	YES (2)			YES (1)	YES (1)
235	Las Vegas Sands	NO	YES (1)			YES (1)	
236	Textron	NO	NO				
237	Kellogg	YES	NO				
238	Guardian Life Insurance	YES	YES (2)			YES (1)	YES (1)
239	Qurate Retail	YES	NO				
240	Core- Mark Holding	NO	YES (1)	YES (1)			
241	Communi ty Health System	NO	NO				
242	Kinder Morgan	NO	NO				
243	BJs Wholesale	YES	YES (1)				YES (1)
244	State Street	YES	YES (2)	YES (1)	YES (1)		
245	Ameripris e Financial	YES	NO				
246	Global Partners	NO	YES (1)				YES (1)
247	United States Steel	YES	YES (1)			YES (1)	
248	L Brands	YES	YES (2)	YES (1)		YES (1)	
249	MGM Resorts	YES	YES (2)				YES (2)
250	L3 Technolog ies	NO	NO				
251	DISH Network	YES	NO				

No.	Company	Statement	New Director	Black	Person of Color	White Woman	White Man
252	Lithia Motors	NO	NO				
253	DTE Energy	YES	NO				
254	American Family	YES	YES (2)	YES (1)			YES (1)
255	Farmers Insurance Exchange	YES	N/A (No information found)				
256	Consolidated Edison	YES	YES (3)	YES (2)			YES (1)
257	LKQ	NO	YES (1)				YES (1)
258	Sempra Energy	YES	NO				
259	Edison Int'l	YES	NO				
260	CenterPoint Energy	YES	YES (1)	YES (1)			
261	Quanta Services	NO	NO				
262	MURPHY USA	YES	NO				
263	Expedia Group	YES	YES (3)	YES (1)	YES (1)		YES (1)
264	Group 1 Automotive	NO	YES (1)	YES (1)			
265	Bed Bath	YES	NO				
266	Unum Group	YES	NO				
267	CSX	YES	YES (2)	YES (1)			YES (1)
268	AutoZone	NO	NO				
269	Pacific Life	YES	NO				
270	Vistra Energy	YES	NO				

No.	Company	Statement	New Director	Black	Person of Color	White Woman	White Man
271	Charles Schwab	NO	YES (2)			YES (2)	
272	Crown Holdings	NO	YES (1)	YES (1)			
273	Ally Financial	YES	NO				
274	Lab. Corp. of America	NO	YES (1)			YES (1)	
275	Live Nation	YES	YES (1)	YES (1)			
276	Xcel Energy	YES	YES (2)				YES (2)
277	Corning	YES	YES (1)	YES (1)			
278	W.W. Grainger	YES	YES (2)	YES (1)		YES (1)	
279	Ball	NO	YES (1)				YES (1)
280	FOX (20 <sup>th</sup> Century Fox)	YES	NO				
281	Universal Health Services	NO	NO				
282	Baxter Int'l	YES	YES (1)	YES (1)			
283	Norfolk Southern	NO	NO				
284	Navistar Intl	NO	YES (1)		YES (1)		
285	Adobe	YES	YES (1)	YES (1)			
286	JCPENNY	YES	NO				
287	Discovery	YES	YES (1)	YES (1)			
288	Keurig Dr Pepper	NO	YES (4)		YES (3)	YES (1)	
289	Leidos Holdings	YES	NO				
290	IQVIA	NO	NO				



No.	Company	Statement	New Director	Black	Person of Color	White Woman	White Man
291	Reliance Steel	NO	YES (1)			YES (1)	
292	Nvidia	YES	YES (2)	YES (1)	YES (1)		
293	Entergy	YES	YES (1)	YES (1)			
294	FirstEnergy	YES	YES (4)	YES (1)			YES (3)
295	eBay	YES	YES (2)		YES (1)	YES (1)	
296	Boston Scientific	YES	NO				
297	ODP (Office Depot)	YES	YES (2)	YES (1)		YES (1)	
298	Molson Coors Brewing	YES	YES (1)	YES (1)			
299	Steel Dynamics	NO	NO				
300	Mutual of Omaha	YES	YES (1)	YES (1)			
301	Sonic Automotive	NO	YES (1)			YES (1)	
302	Alcoa	NO	YES (1)				YES (1)
303	Fidelity National Info.	YES	YES (1)				YES (1)
304	Henry Schein	YES	YES (2)		YES (1)	YES (1)	
305	Republic Services	YES	YES (1)				YES (1)
306	Liberty Media	NO	NO				
307	Peter Kiewit Sons	NO	NO				
308	Interpublic Group	YES	YES (1)				YES (1)
309	Pulte Group	NO	YES (1)	YES (1)			

No.	Company	Statement	New Director	Black	Person of Color	White Woman	White Man
310	AES	YES	YES (1)	YES (1)			
311	fiserv	YES	YES (1)	YES (1)			
312	BorgWarner	YES	YES (3)	YES (2)			YES (1)
313	Oneok	NO	YES (1)	YES (1)			
314	O-Reilly Automotive	NO	NO				
315	Assurant	YES	YES (1)				YES (1)
316	Newell Brands	YES	YES (1)	YES (1)			
317	Public Service Enterprise	YES	NO				
318	News Corp	NO	NO				
319	Capline	NO	NO				
320	Auto Owners Insurance	NO	N/A (No information found)				
321	Mohawk Industries	NO	NO				
322	Campbell Soup	YES	YES (1)	YES (1)			
323	PVH	YES	YES (3)	YES (1)		YES (1)	YES (1)
324	NRG Energy	YES	YES (1)			YES (1)	
325	Fifth Third	YES	YES (2)	YES (1)			YES (1)
326	Hertz Global Holding	NO	YES (5)				YES (5)

No.	Company	Statement	New Director	Black	Person of Color	White Woman	White Man
327	Altice USA	NO	NO				
328	Newmont	YES	YES (3)	YES (1)	YES (1)	YES (1)	
329	Cheniere Energy	YES	YES (2)				YES (2)
330	Advance Auto Parts	YES	YES (2)		YES (1)	YES (1)	
331	Lam Research	YES	NO				
332	Owens & Minor	NO	YES (2)	YES (1)			YES (1)
333	Equitable Holdings	YES	YES (1)			YES (1)	
334	Conagra Brands	YES	YES (3)		YES (1)		YES (2)
335	Markel	YES	YES (3)	YES (1)		YES (1)	YES (1)
336	Jones Financial	YES	NO				
337	Hormel Foods	YES	NO				
338	Hilton Worldwide	YES	YES (1)	YES (1)			
339	Univar Solutions	YES	NO				
340	United Rentals	NO	NO				
341	Pioneer Natural Resources	YES	YES (2)				YES (2)
342	Delek US Holding	NO	YES (2)			YES (1)	YES (1)
343	Eastman Chemical	YES	YES (1)	YES (1)			
344	EMCOR Group	NO	YES (1)	YES (1)			
345	Avis Budget Group	YES	NO				

No.	Company	Stat eme nt	New Direc tor	Black	Person of Color	White Woman	White Man
346	J.B. Hunt Transport Services	YES	YES (2)	YES (1)			YES (1)
347	XEROX	YES	YES (4)	YES (1)	YES (1)		YES (2)
348	Wayfair	YES	YES (1)	YES (1)			
349	KKR	YES	YES (3)	YES (2)	YES (1)		
350	AGCO	NO	YES (3)		YES (1)		YES (2)
351	Alleghany	NO	NO				
352	Icahn Enterpris es	NO	YES (3)			YES (1)	YES (2)
353	Voya Financial	YES	YES (2)	YES (2)			
354	Ryder System	NO	NO				
355	Air Products & Chemical s	YES	NO				
356	Mosaic	YES	NO				
357	Huntingto n Ingalls Industries	YES	YES (1)			YES (1)	
358	Berry Global Group	NO	YES (1)	YES (1)			
359	Anixter Internatio nal	NO	NO				
360	Alaska Air Group	YES	YES (2)	YES (1)			YES (1)
361	Yum China Holdings	YES	YES (1)		YES (1)		
362	Dick's Sporting Goods	YES	YES (3)	YES (2)	YES (1)		

No.	Company	Stat eme nt	New Direc tor	Black	Person of Color	White Woman	White Man
363	Casers Holdings	YES	NO				
364	Genworth Financial	YES	YES (4)	YES (1)		YES (2)	YES (1)
365	Targa Resources	NO	YES (2)	YES (1)	YES (1)		
366	Coty: Sue Nabi	NO	YES (1)			YES (1)	
367	Dana	NO	NO				
368	Thrivent Financial for Lutheran	YES	NO				
369	Autoliv	NO	YES (3)			YES (1)	YES (2)
370	SpartanNash	YES	YES (1)		YES (1)		
371	Eversource Energy	YES	NO				
372	Darden Restaurants	YES	NO				
373	Chesapeake Energy	NO	YES (4)		YES (1)	YES (1)	YES (2)
374	NOV	NO	NO				
375	Fidelity National Financial	NO	YES (1)	YES (1)			
376	Erie Insurance Group	YES	NO				
377	Oshkosh	NO	YES (1)				YES (1)
378	Casey's General Store	NO	YES (1)				YES (1)
379	WESCO International	NO	N/A (No information found)				

No.	Company	Stat eme nt	New Direc tor	Black	Person of Color	White Woman	White Man
380	Tractor Supply	YES	YES (1)	YES (1)			
381	CommSco pe Holding	YES	YES (1)	YES (1)			
382	Huntsma n	NO	YES (3)		YES (1)	YES (2)	
383	American Financial Group	NO	YES (1)	YES (1)			
384	Masco	NO	NO				
385	Sanmina	NO	NO				
386	Amphenol	NO	YES (1)			YES (1)	
387	Williams	NO	YES (2)		YES (1)	YES (1)	
388	Westingh ouse Air Brake Technolog y	NO	YES (1)				YES (1)
389	Expedito rs Internatio nal of Washingt on	NO	NO				
390	Anderson s	NO	YES (1)	YES (1)			
391	Westlake Chemical	NO	NO				
392	Constellat ion Brands	YES	YES (1)				YES (1)
393	Frontier Communi cation	NO	YES (1)			YES (1)	
394	JetBlue Airways	YES	YES (1)	YES (1)			
395	Citizens Financial Group	NO	YES (2)	YES (1)			YES (1)

No.	Company	Statement	New Director	Black	Person of Color	White Woman	White Man
396	Raymond James Financial	YES	YES (1)			YES (1)	
397	Footlocker	YES	NO				
398	Hershey	YES	YES (1)				YES (1)
399	Zimmer Biomet Holdings	YES	YES (1)		YES (1)		
400	Cincinnati Financial	NO	YES (2)			YES (1)	YES (1)
401	Western & Southern Financial Group	NO	NO				
402	W.R. Berkley	NO	NO				
403	Motorola	NO	NO				
404	Thor Industries	YES	NO				
405	Regeneron Pharmaceuticals	YES	NO				
406	Sprite Aerosystems Holdings	NO	NO				
407	J.M. Smucker	NO	NO				
408	PPL	YES	YES (1)				YES (1)
409	Insight Enterprises	NO	NO				
410	Quest Diagnostics	NO	NO				
411	Keycorp	NO	YES (3)			YES (1)	YES (2)

No.	Company	Statement	New Director	Black	Person of Color	White Woman	White Man
412	Veritiv	YES	YES (1)				YES (1) (CEO)
413	DCP Midstream	NO	NO				
414	American Tower	YES	N/A (No information found)				
415	Graybar Electric	NO	YES (1)				YES (1)
416	WEC Energy Group	YES	YES (1)		YES (1)		
417	NVR	NO	NO				
418	Ulta Beauty	YES	YES (1)				YES (1)
419	Devon Energy	NO	YES (4)	YES (1)			YES (3)
420	Blackstone Group	YES	YES (2)	YES (1)		YES (1)	
421	Dean Foods	NO	NO				
422	Fortive	YES	YES (3)	YES (1)	YES (2)		
423	UGI	NO	YES (1)			YES (1)	
424	Burlington Stores	YES	YES (1)	YES (1)			
425	Builders FirstSource	NO	YES (5)			YES (1)	YES (4)
426	Toll Brothers	NO	NO				
427	Old Republic International	NO	YES (1)	YES (1)			



No.	Company	Statement	New Director	Black	Person of Color	White Woman	White Man
428	Asbury Automotive Group	NO	YES (1)				YES (1)
429	Arthur J. Gallagher	YES	NO				
430	MasTec	NO	NO				
431	Owens Corning	YES	YES (2)	YES (1)			YES (1)
432	Magellan Health	YES	YES (2)		YES (1)		YES (1)
433	Dover	NO	YES (1)			YES (1)	
434	Beacon Roofing Supply	NO	NO				
435	Avery Dennison	YES	NO				
436	Hanesbrand	YES	YES (2)			YES (1)	YES (1)
437	Packaging Corp. of America	NO	NO				
438	MT&T Bank	YES	YES (2)	YES (1)	YES (1)	YES (1)	
439	NCR	YES	YES (1)				YES (1)
440	Northern Trust	YES	NO				
441	Cintas	YES	NO				
442	Polaris	YES	NO				
443	CMS Energy	YES	YES (1)				YES (1)
444	Seaboard	NO	YES (1)			YES (1)	
445	Intuit	YES	YES (1)	YES (1)			
446	Regions Financial	YES	YES (1)	YES (1)			
447	FM Global	NO	YES (1)				YES (1)
448	Advanced Micro Devices	YES	NO				

No.	Company	Stat eme nt	New Direc tor	Black	Person of Color	White Woman	White Man
449	Ovintiv	NO	YES (2)			YES (2)	
450	Booz Allen Hamilton	YES	NO				
451	S&P Global	YES	YES (2)	YES (1)			YES (1)
452	Rockwell Automati on	YES	YES (1)	YES (1)			
453	O-I Glass (Owens Illinois)	NO	NO				
454	Wynn Resorts	YES	YES (1)	YES (1)			
455	Securian Financial Group	NO	YES (2)	YES (1)		YES (1)	
456	Alliance Data Systems	YES	YES (3)	YES (1)	YES (1)		YES (1)
457	Brighthou se Financial	NO	YES (1)				YES (1)
458	Weyerhae user	YES	YES (1)	YES (1)			
459	Interconti nental	NO	YES (3)	YES (1)		YES (1)	YES (1)
460	American Axle Manufac turing	NO	NO				
461	Hess	NO	YES (1)			YES (1)	
462	ABM Industries	YES	YES (1)	YES (1)			
463	Activision Blizzard	YES	YES (1)			YES (1)	
464	GameSto p	YES	YES (2)		YES (2)		
465	APA (Apache)	NO	YES (1)				YES (1)

No.	Company	Statement	New Director	Black	Person of Color	White Woman	White Man
466	Science Applications International	NO	YES (1)	YES (1)			
467	AK Steel Holdings	N/A (acquired by Cleveland-Cliffs)	N/A				
468	Dillard's	NO	YES (3)			YES (1)	YES (2)
469	Ralph Lauren	YES	YES (2)	YES (2)			
470	Celanese	NO	YES (1)			YES (1)	
471	R.R. Donnelley & Sons	YES	YES (1)	YES (1)			
472	Zoetis	NO	YES (1)	YES (1)			
473	Mahwah Bergen Retail Group	NO	NO				
474	Clorox	YES	YES (1)				YES (1)
475	Ingredion	YES	NO				
476	First American Financial	NO	YES (1)			YES (1)	
477	Graphic Packaging Holding	NO	YES (1)			YES (1)	
478	HD Supply Holdings	YES	YES (1)	YES (1)			
479	NetApp	YES	NO				

No.	Company	Stat eme nt	New Direc tor	Black	Person of Color	White Woman	White Man
480	Travel Centers of America	NO	NO				
481	Olin	NO	NO				
482	Robert Half Internatio nal	YES	NO				
483	Enlink Midstrea m	NO	YES (2)				YES (2)
484	Avantor	NO	NO				
485	Tapestry	YES	NO				
486	TD Ameritra de Holding	YES	N/A (acq ired by Charl es Schw ab)				
487	Analog Devices	NO	YES (1)			YES (1)	
488	Ameren	YES	YES (1)	YES (1)			
489	Williams- Sonoma	NO	YES (1)	YES (1)			
490	Realogy Holdings	YES	YES (1)	YES (1)			
491	Commerci al Metals	NO	NO				
492	Rush Enterpris es	NO	NO				
493	Franklin Resources	YES	YES (4)		YES (1)	YES (1)	YES (2)
494	Fortune Brands Home and Security	NO	YES (2)	YES (1)	YES (1)		
495	Levi Strauss	YES	YES (1)	YES (1)			

No.	Company	Stat eme nt	New Direc tor	Black	Person of Color	White Woman	White Man
496	Crown Castle Intern ational	YES	YES (1)	YES (1)			
497	Simon Property Group	NO	NO				
498	Cerner	YES	YES (1)	YES (1)			
499	Post Holdings	YES	YES (1)	YES (1)			
500	Huntingto n Bancshar es	YES	NO				