

Diversity Elite

Best Companies, Best Practices

DIVERSITY ELITE 60



1. Southern California Edison

Rosemead, California

2006 Revenues: \$10,312.0 (\$mil)

2006 Employees: 14,362

Industry: Energy and Utilities

Diversity Statement: Diversity at SCE means ensuring our talented workforce reflects the pool of qualified women and minorities in our labor market, and considering diversity not just when determining how we do business, but in who we do business with.



2. AT&T Inc.

San Antonio, Texas

2006 Revenues: \$63,055.0

2006 Employees: 302,000

Industry: Telecommunications Services

Diversity Statement: We realize that diverse, talented, and dedicated people are key to a company's success, and thus employ the best people from all backgrounds and perspectives. AT&T's workforce is 46 percent female and 38 percent people of color.



3. Wal-Mart Stores Inc.

Bentonville, Arkansas

2006 Revenues: \$351,139.0

2006 Employees: 1,900,000

Industry: Retail

Diversity Statement: In addition to varied community outreach programs, we have long maintained diversity initiatives including personnel practices and supplier programs to help build and retain a diverse workforce and supplier base, along with varied community outreach programs.



4. JPMorgan Chase & Co.

New York, New York

2006 Revenues: \$99,845.0

2006 Employees: 174,360

Industry: Financial

Diversity Statement: "We have an opportunity to build the best financial services company in the world; achieving this depends on having the best people... from all backgrounds and nationalities... doing their best work." – Chairman Jamie Dimon.



5. Bank of America

Charlotte, North Carolina

2006 Revenues: \$117,017.0

2006 Employees: 203,425

Industry: Financial

Diversity Statement: We respect and value not only differences related to race, gender, ethnicity, disability, and sexual orientation, but also diversity of viewpoint, experience, talents, and ideas. We strive to empower all associates to excel on the job and reach their full potentials.



6. Comerica Inc.

Detroit, Michigan

2006 Revenues: \$4,290.0

2006 Employees: 11,270

Industry: Financial

Diversity Statement: An industry leader, Comerica Bank is committed to having a diverse workforce and maintaining strong relationships with a diverse customer and supplier base. We listen. We understand. We make it work.



7. Marriott International Inc.

Bethesda, Maryland

2006 Revenues: \$12,160.0

2006 Employees: 150,600

Industry: Hotel and Motel-Lodging

Diversity Statement: "Marriott's commitment to global diversity is absolute. Our determination to provide opportunities for our associates and clientele is one of the main reasons people want to work and do business with us." – J.W. Marriott, Jr., Chairman and CEO



8. Union Bank of California

San Francisco, California

2006 Revenues: \$3,560.0

2006 Employees: 10,164

Industry: Financial

Diversity Statement: Our focus on California's Hispanics is both fair play and good business. We find that helping Hispanics gain the financial traction they need to succeed creates a growing market of mainstream and affluent clients.



9. Verizon Communications Inc.

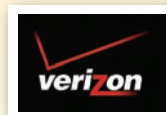
New York, New York

2006 Revenues: \$88,144.0

2006 Employees: 242,000

Industry: Telecommunications Services

Diversity Statement: Diversity is an integral part of all lines of our business strategy: from workforce development and supplier relations, to economic development, marketing, and philanthropy. We embrace diversity because it's the right business strategy and the right thing to do.



10. Hyatt Hotels Corp.

Chicago, Illinois

2006 Revenues: \$N/A

2006 Employees: 88,647

Industry: Hotel and Motel-Lodging

Diversity Statement: We recognize that embracing and achieving true diversity among our employees and clients is an ongoing process with challenges, but with exceptional opportunities for business and personal growth.



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11. Prudential Financial Inc.

Newark, New Jersey

2006 Revenues: \$32,488.0

2006 Employees: 39,814

Industry: Insurance Carriers

Diversity Statement: Diversity is built into the business and human resources strategies at Prudential. The company holds leadership accountable for creating an environment where every employee has an opportunity to succeed and where diversity is respected and sought after in business dealings.



12. New York Life Insurance Co.

New York, New York

2006 Revenues: \$28,365.1

2006 Employees: 12,100

Industry: Insurance Carriers

Diversity Statement: New York Life acknowledges that our employee's differences are their greatest attributes and we openly encourage them to use these differences to positively influence our business.



13. Denny's Corp.

Spartanburg, South Carolina

2006 Revenues: \$994.0

2006 Employees: 27,000

Industry: Restaurants

Diversity Statement: We work hard to embrace diversity by implementing vital initiatives at corporate and customer-service levels. Our company has achieved wide recognition by civil rights leaders, community organizations and the media as a role model for diversity and inclusion.



14. Wells Fargo & Co.

San Francisco, California

2006 Revenues: \$47,998.0

2006 Employees: 153,500

Industry: Financial

Diversity Statement: Our employees should expect to work in an environment where each person feels valued for individual traits, skills, and talents, and has the opportunity to fulfill their ambitions and contribute to the success of the company.



15. MGM Mirage

Las Vegas, Nevada

2006 Revenues: \$7,176.0

2006 Employees: 70,000

Industry: Leisure-Gambling Operations

Diversity Statement: Our supplier diversity efforts are vital to our success. By increasing the levels of MWDDBE participation in our company's commerce, we've developed a steady portfolio of qualified suppliers and vendors.



16. General Mills Inc.

Minneapolis, Minnesota

2006 Revenues: \$11,640.0

2006 Employees: 28,100

Industry: Food Manufacturing

Diversity Statement: General Mills continues to differentiate itself from other companies with its top-down support and commitment to diversity, with a leader and leadership team who visibly and actively demonstrate their long-standing championship of diversity and work-life balance.



17. The Coca-Cola Co.

Atlanta, Georgia

2006 Revenues: \$24,088.0

2006 Employees: 71,000

Industry: Beverages

Diversity Statement: Coca-Cola will be the No. 1 beverage company at connecting its brands to its increasingly diverse consumer base, and recognized for its leadership in diversity, inclusion, and fairness in all aspects of its business.



18. PG&E Corp.

San Francisco, California

2006 Revenues: \$12,529.0

2006 Employees: 20,400

Industry: Energy and Utilities

Diversity Statement: We believe the diversity reflected by nearly 3,000 Hispanics among our employees makes us a stronger company, and empowers us to better understand and respond to the needs of our customers and communities.



19. PepsiCo, Inc.

Purchase, New York

2006 Revenues: \$5,642.0

2006 Employees: 168,000

Industry: Beverages

Diversity Statement: To accomplish the commitment to diversity and inclusion, we focus on developing its diverse employees and fostering an environment in which all employees can be successful. Our commitment to inclusion training, employee networks, and minority suppliers are a few actions that have been taken.



20. HSBC-North America

Prospect Heights, Illinois

2006 Revenues: \$N/A

2006 Employees: 35,000

Industry: Financial

Diversity Statement: We're believers in the power and promise of our people, and appreciate the unique contributions of each. This leads to an environment of creativity and high performance, affording employees the opportunity to reach their fullest potential. »



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21. American Express Co.

New York, New York
2006 Revenues: \$3,707.0
2006 Employees: 65,400
Industry: Financial



Diversity Statement: American Express is committed to fostering a diverse and inclusive work environment throughout our organization and to incorporating diversity in our business strategies.

22. Sodexho Inc.

Gaithersburg, Maryland
2006 Revenues: \$N/A
2006 Employees: 120,000
Industry: Food



Diversity Statement: At Sodexho, "fostering diversity and inclusion" is a strategic imperative. We recognize it as a competitive advantage and a benchmark for our customers, clients, and the communities in which we serve.

23. Macy's Inc.

Cincinnati, Ohio
2006 Revenues: \$28,711.0
2006 Employees: 188,000
Industry: Retail



Diversity Statement: Diversity within our workforce, customer base, community, and vendor relationships distinguish us from other retailers and gives us a clear competitive advantage. On a day-to-day basis, diversity manifests itself in how we treat our customers, vendors, members of our community, and one another.

24. Citigroup Inc.

New York, New York
2006 Revenues: \$146,558.0
2006 Employees: 337,000
Industry: Financial



Diversity Statement: We have made great progress instilling the principles of diversity and inclusion throughout our company. We are proud of our record, and believe diversity is a key factor in achieving our goal to be the most respected global financial services company.

25. Hewlett-Packard Co.

Palo Alto, California
2006 Revenues: \$91,658.0
2006 Employees: 150,000
Industry: Computer Manufacturer



Diversity Statement: We believe diversity and inclusion drive creativity, innovation, and invention. We have ongoing programs for the Hispanic SMB and consumer markets, providing merchandise in the Spanish language, as well as Spanish-speaking sales agents via our telephone sales center.

26. PNM Resources

Albuquerque, New Mexico
2006 Revenues: \$2,472.0
2006 Employees: 1,165
Industry: Energy and Utilities



Diversity Statement: We believe our success in attaining a diverse workforce is due in part to the direct personal experience and familiarity people have with the company, which is an active and important member of the community.

27. Darden Restaurants Inc.

Orlando, Florida
2006 Revenues: \$5,720.6
2006 Employees: 157,300
Industry: Restaurants



Diversity Statement: Diversity is a business imperative. We embrace individual differences because we are strengthened by a diversity of cultures, perspectives, attitudes, and ideas. We honor each other's heritage and uniqueness.

28. Freddie Mac

McLean, Virginia
2006 Revenues: \$44,002.0
2006 Employees: 5,038
Industry: Financial



Diversity Statement: We embrace diversity within the company and in the local community through our award-winning supplier diversity program, professional development opportunities for women and minorities, employee network groups, and our charitable giving and work/life efforts.

29. Abbott Laboratories

Abbott Park, Illinois
2006 Revenues: \$22,476.3
2006 Employees: 66,663
Industry: Pharmaceuticals



Diversity Statement: We provide an inclusive work environment where everyone's talents, ideas and experiences are valued and leveraged. Our Hispanic employee network provides leadership and personal development, networking, cultural awareness, and community assistance.

30. Intel Corp.

Santa Clara, California
2006 Revenues: \$35,382.0
2006 Employees: 94,100
Industry: Electronics



Diversity Statement: Diversity is the key to our success as an innovative leader in technology. We value and celebrate the unique viewpoints of our employees, communities, customers, and partners in the global marketplace. »

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31. The Pepsi Bottling Group, LLC

Somers, New York
2006 Revenues: \$12,730.0
2006 Employees: 70,400
Industry: Beverages



Diversity Statement: We value the diversity of our employees, customers, and consumers, and actively pursue and promote opportunities to strengthen our contributions to society. We understand the importance of people with different backgrounds, experiences, and ideas.

32. Xerox Corp.

Stamford, Connecticut
2006 Revenues: \$15,895.0
2006 Employees: 53,700



Industry: Industrial Machine Manufacturing
Diversity Statement: We view diversity as vital to ensuring employees can grow to their fullest potential, that our business is energized with creativity and fresh ideas, and that we leverage differences to achieve a competitive advantage.

33. Ford Motor Co.

Dearborn, Michigan
2006 Revenues: \$160,123.0
2006 Employees: 89,000
Industry: Automotive



Diversity Statement: Ford's diversity initiatives are guided by its strategic areas of focus: leading the way, valuing a diverse workforce, building a respectful and inclusive environment, valuing work life integration, and developing external partnerships.

34. American Airlines

Fort Worth, Texas
2006 Revenues: \$22,563.0
2006 Employees: 86,600
Industry: Airlines



Diversity Statement: We demonstrate diversity leadership for our customers, employees, suppliers, and community every day. Employees are valued for their varied backgrounds, which help us understand how to position our products, services, and ideas to benefit our global customer base.

35. United Parcel Service Inc.

Atlanta, Georgia
2006 Revenues: \$47,547.0
2006 Employees: 428,000
Industry: Transportation Service



Diversity Statement: Our workforce is multicultural, multidimensional, and reflective of the broad attributes of our global communities. We encourage diversity by recognizing the value of people's different experiences, backgrounds, and perspectives.

36. Comcast Corp.

Philadelphia, Pennsylvania
2006 Revenues: \$24,966.0
2006 Employees: 80,000



Industry: Telecommunications Services

Diversity Statement: Our commitment to diversity focuses on four areas: attracting and retaining a multicultural workforce, developing a diverse supplier group, offering multicultural programming, and pledging significant community investments.

37. Bausch & Lomb Inc.

Rochester, New York
2006 Revenues: \$2,292.4
2006 Employees: 13,000



Industry: Medical Supplies & Devices

Diversity Statement: We are committed to maintaining a diverse workforce. This is grounded in the commitment to provide an environment open to expression of ideas, where diversity is valued, frankness is encouraged, and creativity and innovation are rewarded.

38. Consolidated Edison Inc.

New York, New York
2006 Revenues: \$12,137.0
2006 Employees: 14,795



Industry: Energy & Utilities

Diversity Statement: We have long supported the principles of diversity, equal employment opportunity, and affirmative action. We strive to develop and nurture the talent of our most valuable resource, our diverse group of employees, so they may achieve their greatest potential.

39. Ernst & Young

New York, New York
2006 Revenues: \$18,400.0
2006 Employees: 114,000



Industry: Accounting Services

Diversity Statement: Inclusiveness is an integral part of our business strategy, and a business imperative for our future, if we are to continue attracting and retaining the best talent, provide quality service, and grow in the global marketplace.

40. Merrill Lynch & Co.

New York, New York
2006 Revenues: \$70,591.0
2006 Employees: 56,200



Industry: Investment Banking

Diversity Statement: We are committed to creating a corporate environment promoting mutual respect, acceptance, and productivity among people from diverse backgrounds. Values of fairness, integrity, and respect guide our employees' efforts, as well as the organization's policies and practices. »

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41. Ryder System Inc.

Miami, Florida
2006 Revenues: \$6,306.6
2006 Employees: 28,600



Industry: Automotive Rental and Leasing
Diversity Statement: As a company that values its brand and its people, our diversity mission is to “create a supportive environment that values individual differences.” Our goal is to leverage diversity to garner shareholder value and maximize the full potential of all employees.

42. Schering-Plough Corp.

Kenilworth, New Jersey
2006 Revenues: \$10,594.0
2006 Employees: 33,500



Industry: Pharmaceuticals
Diversity Statement: We are a global pharmaceutical company with a focus on building an inclusive culture by leveraging the experiences and perspectives of our 33,500 diverse colleagues around the world.

43. Kellogg Co.

Battle Creek, Michigan
2006 Revenues: \$10,906.7
2006 Employees: 26,000



Industry: Food Manufacturing
Diversity Statement: We are committed to creating an inclusive culture encouraging employees to be their best while serving the global marketplace. Our global leadership team monitors strategies for recruitment and retention of employees, supplier diversity, corporate social responsibility, and multicultural marketing.

44. Merck & Co. Inc.

Whitehouse Station, New Jersey
2006 Revenues: \$22,636.0
2006 Employees: 60,000



Industry: Pharmaceuticals
Diversity Statement: In accordance with our desire to maintain a creative environment that stimulates individuals to achieve their highest potential, Merck is committed to fostering diversity within the company.

45. Allstate Insurance Corp.

Northbrook, Illinois
2006 Revenues: \$35,796.0
2006 Employees: 37,900



Industry: Insurance
Diversity Statement: We believe diversity is critical to meeting the needs of our diverse customers. We aim to attract professionals who collectively embrace an inclusive value system leveraging diversity, equal opportunity, talent development, lifelong learning, and work/life balance.

46. Pepco Holdings Inc.

Washington, D.C.
2006 Revenues: \$8,362.9
2006 Employees: 5,156



Industry: Energy & Utilities
Diversity Statement: Our long-term success depends on providing an attractive environment for recruiting and retaining the best talent, while partnering with diverse suppliers that reflect the community we serve. A culturally diverse environment fuels innovation, inspires ideas, promotes competition, and fosters inclusion in all our business activities.

47. MasterCard

Purchase, New York
2006 Revenues: \$3,326.1
2006 Employees: 4,600



Industry: Financial Services
Diversity Statement: We seek to understand, respect, value, and leverage the differences and similarities of all employees. Creating a respectful work environment, one affording each person the opportunity to contribute fully to our goals and objectives, is a commitment we are proud of.

48. Morgan Stanley

New York, New York
2006 Revenues: \$76,551.0
2006 Employees: 55,310



Industry: Financial Services
Diversity Statement: Diversity is an opportunity for our clients, our people and our firm. From recruiting and career development, to supplier diversity and work-life, our commitment to diversity is unparalleled.

49. CSX Corp.

Jacksonville, Florida
2006 Revenues: \$9,566.0
2006 Employees: 36,000



Industry: Transportation Services
Diversity Statement: We are committed to being the safest, most progressive North American railroad, relentless in our pursuit of customer service and employee excellence. For the sixth straight year, we were recognized as our region's leading INROADS Internship Program for our level of commitment to developing diversity among employees and future leaders.

50. Sprint Nextel Corp.

Reston, Virginia
2006 Revenues: \$41,028.0
2006 Employees: 103,483



Industry: Telecommunication Services
Diversity Statement: We maximize our commitment to inclusion and diversity through cornerstone stakeholders – employees, customers, suppliers and communities – via programs such as our CEO-led Inclusion Council and Employee Resource Groups. »

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51. United States Postal Service

Washington, D.C.

2006 Revenues: \$72,650.0

2006 Employees: 696,138

Industry: Government-Transportation Services

Diversity Statement: We are committed to fostering a business culture that provides an inclusive work environment for all employees. The diversity of our employees, their backgrounds, education, perspectives, talents, and skills, is key to success and providing excellent customer service to diverse markets.



52. Texas Instruments Inc.

Dallas, Texas

2006 Revenues: \$14,255.0

2006 Employees: 30,986

Industry: Electronics

Diversity Statement: Our effectiveness at using the talents of people of different backgrounds, experiences and perspectives is key to our competitive edge. Valuing diversity in our workforce is at the core of our values: we expect the highest levels of performance and integrity from ourselves.



53. Safeway Inc.

Pleasanton, California

2006 Revenues: \$40,185.0

2006 Employees: 207,000

Industry: Grocery Stores & Supermarkets

Diversity Statement: Safeway benefits from the skills, ideas, and talents of employees serving on the diversity advisory boards. Each major operating area has an active board that meets on a regular basis.



54. Liz Claiborne Inc.

New York, New York

2006 Revenues: \$4,994.3

2006 Employees: 17,000

Industry: Apparel Manufacturer

Diversity Statement: Vital to our vision of becoming a leader in the fashion industry is our commitment to the associates who embody this idea. Our goal is to promote fair policies and practices, which cultivate equal opportunity among a workforce as varied as our consumers, brands, and markets.



55. American Electric Power

Columbus, Ohio

2006 Revenues: \$12,622.0

2006 Employees: 20,442

Industry: Energy & Utilities

Diversity Statement: We sponsor a comprehensive diversity program under the theme, "Everyone Counts." Our philosophy is that everyone is a unique individual and all of our efforts and talents are required to succeed.



56. BNSF Railway Co.

Fort Worth, Texas

2006 Revenues: \$14,811.0

2006 Employees: 41,000

Industry: Transportation Services

Diversity Statement: We view diversity as a business necessity and opportunity, and a moral imperative. We undertake strategies and actions to recognize, accept, value, and utilize differences and similarities among all applicants, employees, customers, suppliers, and the community.



57. Southwest Airlines

Dallas, Texas

2006 Revenues: \$9,086.0

2006 Employees: 32,664

Industry: Airlines

Diversity Statement: We celebrate the diversity of our workforce and customer base, and have a history of reaching out to the various communities we serve. We strive to be the airline of choice for the Hispanic community.



58. Rohm and Haas Company

Philadelphia, Pennsylvania

2006 Revenues: \$8,230.0

2006 Employees: 15,800

Industry: Chemicals

Diversity Statement: We believe understanding, valuing, and managing the differences and similarities among people will result in a healthier, more enriched workforce, maximized profitable growth, and sustained competitive advantage.



59. Anheuser-Busch Companies Inc.

St. Louis, Missouri

2006 Revenues: \$15,717.1

2006 Employees: 30,183

Industry: Beverages

Diversity Statement: We are a global corporation built on a diversity of people and ideas with a firm commitment toward our common goals. Our diversity is a competitive advantage that helps us meet the demands of a constantly evolving marketplace.



60. ITT Corp.

White Plains, New York

2006 Revenues: \$7,807.9

2006 Employees: 37,500

Industry: Aerospace & Defense

Diversity Statement: At ITT, diversity requires acknowledging the importance of distinct points of view and different ways of thinking and striving to build a workforce that mirrors the world in which we do business. □

