



2017 People-Centric Portfolio

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Good Company Rankings: Data Used

- Good Employer
 - Glassdoor.com
 - Fortune 100 Best Companies to Work For
- Good Seller
 - American Customer Satisfaction Index (ACSI)
- Good Steward
 - Environment: *Newsweek* Green Rankings, RobecoSAM Dow Jones Sustainability North America Index
 - Penalties/Fines: original database we compiled
 - Restraint: *New York Times*/Equilar 200 CEO Pay Study, CPA-Zicklin Political Accountability score, Institute on Taxation and Economic Policy report on tax avoidance, USPIRG/CTJ/ITEP report on use of offshore tax havens
 - Contribution: Ethisphere Most Ethical Companies

Portfolio performance, 4.5 years



People-Centric Companies

- 25 companies, across industries, with the highest scores as both employers and sellers

2017 People-Centric Companies	
3M	Johnson & Johnson
Amgen	Lockheed Martin
Boston Scientific	Marriott
Capital One	Microsoft
Clorox	Monsanto
Cognizant Technology Solutions	Nordstrom
Colgate-Palmolive	Prudential
ConocoPhillips	Rockwell Automation
EMC	Sempra Energy
Goldman Sachs	Southwest Airlines
Hershey	Tesoro
Humana	Viacom
Intel	

12 People-Centric Companies for 2 Yrs Running

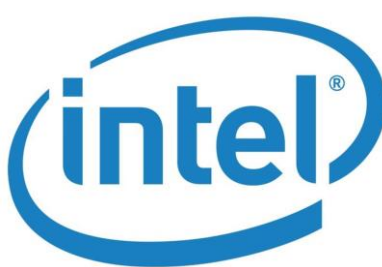
Southwest[®]

 **Prudential**

 **Cognizant**

Humana[®]

DELLEMC

 **intel**[®]

 **CLOROX**



COLGATE-PALMOLIVE

NORDSTROM

Rockwell
Automation

HERSHEY'S[®]

Boston
Scientific

