



CR's 100 Best Corporate Citizens 2016

■ Indicates "red card" caution; removed from list.

■ Indicates "yellow card" caution; remains on list.

Rank	Company	Symbol	Weighted Average Score	Environment Rank	Climate Change Rank	Human Rights Rank	Employee Relations Rank	Corporate Governance Rank	Philanthropy Rank	Financial Rank
			WEIGHTING	19.5%	16.5%	16.0%	19.5%	7.0%	12.5%	9.0%
* 1	Microsoft Corporation	MSFT	17.81	1	8	1	14	101	1	69
■ * 2	Intel Corp.	INTC	30.32	14	55	9	1	65	18	112
* 3	Hasbro, Inc.	HAS	39.36	9	4	2	6	366	11	94
■ * 4	Johnson & Johnson	JNJ	43.05	28	3	9	4	129	39	233
* 5	Ecolab, Inc.	ECL	43.34	15	9	57	25	111	7	181
* 6	Bristol-Myers Squibb Co.	BMJ	49.385	29	59	38	57	36	66	67
7	Xerox Corp	XRJ	51.92	3	45	19	63	116	19	201
* 8	Lockheed Martin Corp.	LMT	54.45	6	34	19	87	191	87	38
* 9	Lexmark International, Inc.	LXK	58.225	2	17	2	26	395	6	236
* 10	Campbell Soup Co.	CPB	58.47	39	36	57	10	107	23	261

■ **Intel Corp.** In September 2015, a class-action lawsuit was settled without admission of wrongdoing by Apple, Google, Intel and Adobe paying a total of \$415 million to current and former employees. The lawsuit alleged that the four companies conspired in a secret anti-poaching "gentlemen's agreement" whereby the four companies agreed to not steal each others' staff.

■ **Johnson & Johnson** In December 2015, a jury awarded \$70 million in punitive damages against Johnson & Johnson's subsidiary Ethicon Endo-Surgery, LLC for injuries to a patient allegedly caused by a defective Ethicon PPH 03 hemorrhoid stapler. Ethicon did recall 144,693 PPH 03 units sold between 2011 and 2012; however, the stapler used in the surgery was discarded and it is unknown if it was, in fact, one of these units and there remain appealable issues of culpability with respect to the attending surgeon. The case is currently being appealed.



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* 11	S&P Global (McGraw Hill Financial)	SPGI	59.095	71	29	72	46	30	53	125
* 12	AT&T, Inc.	T	60.16	13	19	9	21	85	51	407
* 13	Computer Sciences Corp.	CSC	64.975	47	82	129	39	46	21	91
* 14	Accenture plc	ACN	66.7	58	28	72	78	69	14	194
* 15	Abbott Laboratories	ABT	67.605	23	25	101	51	92	28	255
* 16	Hormel Foods Corp.	HRL	67.855	83	101	9	29	106	138	36
* 17	Johnson Controls Inc	JCI	68.235	5	35	9	53	444	36	157
* 18	Entergy Corp.	ETR	68.485	43	44	101	70	138	4	143
* 19	Texas Instruments Inc.	TXN	70.355	22	112	72	96	72	43	77
* 20	NVIDIA Corp	NVDA	73.445	30	68	194	77	44	56	21
* 21	ManpowerGroup	MAN	73.68	57	67	38	61	353	55	40
22	Walt Disney Co.	DIS	74.475	141	35	32	40	99	71	47
* 23	Jones Lang LaSalle Inc.	JLL	75.545	131	37	38	44	161	17	176
* 24	Goldman Sachs Group, Inc.	GS	76.16	79	61	101	16	188	2	200
* 25	General Mills, Inc.	GIS	76.245	21	10	2	64	477	8	259
* 26	Hess Corporation	HES	77.975	45	12	19	88	52	72	382
* 27	Adobe Systems Inc.	ADBE	79.31	31	18	101	8	22	67	474
* 28	Nike, Inc.	NKE	80.55	55	107	72	43	62	209	20
* 29	CVS Health Corp.	CVS	85.455	87	94	57	156	31	34	78
30	Southwest Airlines Co.	LUV	86.865	27	60	38	248	156	50	1
* 31	Altria Group Inc.	MO	87.665	155	69	72	31	214	26	114
32	HP Inc.	HPQ	88.53	33	54	32	24	102	419	43
33	Dow Chemical Co.	DOW	89.7	32	20	38	42	215	316	126
34	Coca-Cola Enterprises Inc.	CCE	92.395	12	39	19	107	346	145	193
* 35	Pepsico Inc.	PEP	92.76	97	77	9	106	83	80	258
36	Kimberly-Clark Corp.	KMB	92.91	20	71	19	100	158	27	448
* 37	Mosaic Company	MOS	93.235	11	50	19	11	120	9	757
38	Praxair, Inc.	PX	94.11	60	15	38	66	271	33	421
* 39	PG&E Corp.	PCG	94.34	10	11	321	5	135	10	306
40	3M Co.	MMM	98.08	106	141	19	102	244	13	139

■ **AT&T, Inc.** In June 2015 the FCC announced plans to fine AT&T Mobility \$100 million for misleading customers about its "unlimited" mobile data plans, imposing the agency's largest proposed fine ever in alleging that the carrier "severely" slowed down the data speeds for customers with such plans. In December 2015, AT&T Mobility, LLC, agreed to settle allegations that it charged mobile customers without their permission for third-party services.

■ **Computer Sciences Corp.** In June 2015, CSC reached an agreement in principle with the U.S. Securities and Exchange Commission (SEC) to settle a long-standing civil investigation involving certain accounting matters from fiscal 2009-2012. The SEC additionally charged former finance executives with manipulating financial results and concealing significant problems in previous years about the company's largest and most high-profile contract. The SEC additionally charged former finance executives involved with CSC's international businesses for ignoring basic accounting standards to increase reported profits. The charges all related to accounting periods prior to the appointment of the current leadership. The new leadership has created a new corporate culture and has been aggressive in their efforts related to transparency and disclosure.

■ **E.I. DuPont De Nemours & Co.** E.I. DuPont De Nemours & Co would have been ranked No. 19. In July 2015, a judge ruled against DuPont and Chemours Co. in an Ohio exposure case less than a week after the companies separated. The previous deaths of four workers had prompted a deeper look at DuPont Safety Practices in various states. OSHA conducted a second inspection after the Texas plant incident and found serious, willful and repeat violations. DuPont was placed in Severe Violator Enforcement Program.

■ **Walt Disney Co.** In February 2015 the Walt Disney Company submitted a settlement to end a six-year-old lawsuit from an environmental watchdog over water pollutant discharges at its motion picture studio lot in Burbank, Calif.

■ **Adobe Systems Inc.** In September 2015, a class-action lawsuit was settled with Apple, Google, Intel and Adobe paying a total of \$415 million to current and former employees. The lawsuit alleged that the four companies conspired in a secret anti-poaching "gentlemen's agreement" whereby the four companies agreed to not steal each others' staff.

■ **CVS Health Corp.** In September 2015 CVS Health Corp reached a \$48 million settlement of a lawsuit accusing the U.S. drugstore operator of fraudulently concealing a significant loss of revenue in its pharmacy benefits manager business, culminating in a plunge in its stock price. CVS Health reached an agreement to settle the securities class action lawsuit related to purchases of CVS Health Corporation stock in 2008 and 2009 as well as public disclosures made by the Company at that time concerning the PBM business. The settlement was funded by insurance proceeds.

■ **Altria Group Inc.** Altria is one of the three largest U.S. tobacco companies that agreed to pay \$100 million to settle 400 Florida lawsuits in February 2015. The agreement marked the first significant move by the tobacco industry to pay money directly to smokers and their families as part of a settlement.

■ **Mosaic Company** In September 2015, Mosaic reached settlements with federal and state environmental agencies in Florida and Louisiana relating to how Mosaic manages certain waste materials at its fertilizer production facilities. When the settlements become effective, Mosaic will modify certain practices and undertake new projects expected to result in capital expenditures likely to exceed \$200 million, place \$630 million into trusts as financial assurance to support the closure and long-term care of its phosphogypsum stack systems, pay an \$8 million penalty and conduct or fund two environmental projects valued at \$2.2 million.



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* 41	Weyerhaeuser Co.	WY	100.1	75	84	72	103	12	52	363
42	Merck & Co Inc	MRK	101.02	183	67	38	3	165	38	348
* 43	Owens Corning	OC	105.75	16	53	32	68	370	165	322
44	Coca-Cola Co	KO	106.26	120	14	19	45	115	204	391
* 45	International Business Machines Corp.	IBM	106.5	4	1	2	65	363	3	742
46	Cisco Systems, Inc.	CSCO	106.72	7	95	2	9	765	96	245
* 47	CSX Corp.	CSX	109.22	41	13	321	69	124	29	244
48	United Parcel Service, Inc.	UPS	110.34	19	2	101	233	139	79	279
* 49	The Gap Inc.	GPS	112.18	100	119	9	17	5	15	734
* 50	Waste Management, Inc.	WM	113.81	94	38	194	81	254	83	158
* 51	Carnival Corp.	CCL	114.26	17	24	72	144	296	148	313
52	Eli Lilly & Co.	LLY	114.62	59	160	162	35	396	22	150
* 53	Exxon Mobil Corp.	XOM	115.73	88	30	72	48	178	164	442
* 54	Hershey Company	HSY	118.44	66	7	101	122	293	78	380
* 55	Northrop Grumman Corp.	NOC	118.96	186	48	162	54	259	150	16
56	Northern Trust Corp.	NTRS	123.43	138	78	9	47	213	41	589
57	Monsanto Co.	MON	124.34	80	49	9	36	375	30	691
58	Air Products & Chemicals Inc.	APD	129.12	81	163	72	165	369	20	160
* 59	Clorox Co.	CLX	134.32	50	62	32	15	390	205	593
* 60	Baxter International Inc.	BAX	135.82	25	142	72	92	472	75	396
* 61	Fedex Corp	FDX	136.67	119	42	162	217	327	16	149
62	Whirlpool Corp.	WHR	138.86	72	72	129	140	274	229	191
63	Procter & Gamble Co.	PG	139.58	42	120	38	71	334	259	399
* 64	Cigna Corp.	CI	140.47	86	134	129	139	87	35	482
65	Humana Inc.	HUM	141.04	77	86	194	18	51	247	476
66	Wyndham Worldwide Corporation	WYN	144.68	102	138	72	115	448	131	226
67	Occidental Petroleum Corp.	OXY	145.88	156	129	19	74	192	216	403
* 68	Raytheon Co.	RTN	146.72	84	92	194	296	125	103	53
69	Newmont Mining Corp.	NEM	146.82	65	5	9	212	20	73	889
* 70	Applied Materials Inc.	AMAT	147.88	89	116	72	236	57	311	122

■ **Eli Lilly & Co.** In August 2015, Eli Lilly & Co appeared at trial over allegations it failed to warn users of antidepressant Cymbalta that they could suffer severe withdrawal symptoms. However, the company was then cleared of this by the jury.

■ **ConocoPhillips** ConocoPhillips would have been ranked No. 59. In May 2015 ConocoPhillips and Phillips 66 were required to pay \$11.5 million to settle a lawsuit in California alleging the duo of violating anti-pollution laws at hundreds of their gas stations since 2006. Per the lawsuit, authorities charged that the gas stations did not properly maintain underground gasoline-storage tanks which put nearby water supplies at risk. In July 2015 a Chinese court agreed to hear a lawsuit filed by a private public-interest group against ConocoPhillips China and China National Offshore Oil Corp., over oil spills in the country's waters four years prior. They have already paid about \$270 million to the State Oceanic Administration. The companies also agreed with China's Ministry of Agriculture to pay \$160 million to settle spill-related claims. On September 8, 2015, a former project lead filed a lawsuit in Texas seeking overtime pay. The suit said leads were paid a day rate with no additional overtime premium and that Conoco unlawfully classified these workers as independent contractors, and failed to pay them overtime in violation of the Fair Labor Standards Act. The lawsuit seeks overtime premiums, plus double damages.

* Designates any kind of financial relationship with SharedXpertise, CR Magazine, COMMIT!Forum, or the CRA.

In 2016, CR Magazine implemented a \$295 verification fee for company CR data confirmation. The fee was optional, and employed only if a company chose to have their data reviewed, and in no way impacted company rankings.

100 Best

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			WEIGHTING	19.5%		16.5%	16.0%	19.5%		7.0%
* 71	Baker Hughes Inc.	BHI	149.3	85	16	57	98	379	347	355
72	Biogen Inc	BIIB	149.47	150	68	162	49	98	151	531
73	AMGEN Inc.	AMGN	149.82	78	132	361	89	134	141	119
74	Eaton Corporation plc	ETN	150.02	40	27	101	138	424	240	389
75	Colgate-Palmolive Co.	CL	152.68	117	75	129	97	176	211	436
* 76	Mattel, Inc.	MAT	152.98	68	122	32	33	194	220	744
* 77	VF Corp.	VFC	153.34	26	74	72	296	476	137	182
* 78	Ingersoll-Rand Plc	IR	155.8	154	207	101	170	143	92	231
79	EMC Corp.	EMC	158.37	24	96	101	224	235	180	434
80	Verizon Communications Inc.	VZ	158.8	230	265	72	56	74	37	422
* 81	CA Technologies	CA	158.96	238	43	194	55	401	61	311
* 82	State Street Corp.	STT	159.21	239	32	72	2	212	47	830
83	Chevron Corp.	CVX	159.8	198	26	38	50	223	179	701
84	Leidos Holdings, Inc.	LDOS	161.06	130	371	194	28	166	152	82
85	Pitney Bowes, Inc.	PBI	161.88	202	236	129	179	103	85	113
* 86	Sempra Energy	SRE	162.32	125	133	321	19	257	170	241
* 87	Symantec Corp.	SYMC	163.54	222	218	101	20	347	25	409
88	Freport-McMoRan Inc.	FCX	165.86	133	81	19	183	59	116	769
89	Becton, Dickinson And Co.	BDX	166.24	67	110	300	285	246	49	90
90	TJX Companies, Inc.	TJX	167.87	250	52	194	73	392	155	205
91	Qualcomm, Inc.	QCOM	168.16	136	172	38	117	84	103	729
92	Aetna Inc.	AET	169.01	163	243	361	58	66	158	41
93	Autodesk Inc.	ADSK	170.08	263	216	101	85	11	12	535
94	Target Corp	TGT	170.12	98	174	38	199	77	299	385
* 95	CBRE Group Inc	CBG	170.15	152	21	162	155	245	132	525
96	Spectra Energy Corp	SE	170.29	49	114	321	119	177	128	433
* 97	PVH Corp	PVH	172.76	36	267	2	23	479	134	740
* 98	Xcel Energy, Inc.	XEL	173.96	118	113	361	121	204	81	295
99	Alcoa Inc.	AA	174.12	73	111	32	142	422	142	683
100	Best Buy Co. Inc.	BBY	174.88	147	179	129	94	770	171	27

Verizon Communications Inc. An agreement of a \$64.2 million class action suit was settled in October 2014 over allegations that Verizon Communications Inc. overcharged Family SharePlan customers for overage minute.

Citigroup Inc. Citigroup would have been ranked No. 80. In May 2015, Citigroup paid \$394 million to settle its share in lawsuit, accused of manipulating forex rates. In August 2015 Citigroup paid \$13.5 million to settle a lawsuit accusing the bank of deceiving investors into remaining in a hedge fund, only to suffer losses when it was liquidated.