



2017 Good Company Index Report

McBassi & Company

April 2017

	2017 Good Company Index					Previous Years			
Company name	Good Company Score	Good Company Grade	Employer Score	Seller Score	Steward Score	2011 Grade	2012 Grade	2014 Grade	2015 Grade
"FULL" GRADES									
21st Century Fox	1	C+	2	0	-1				
3M	4	B+	2	0	2	B-	C	C	C+
Aetna	2	B-	0	2	0	C	C+	D	D
AIG	-3	D	0	0	-3		D+	F	D
Allstate	1	C+	1	0	0	B-	C-	C-	B
Alphabet	-1	C-	2	0	-3		B	C	C
Amazon	0	C	1	1	-2		C+	C+	C
American Express	1	C+	2	0	-1	B	B	C-	C+
AmerisourceBergen	0	C	0	0	0	C	C	D	D+
Anthem	1	C+	0	2	-1	C	C+	C-	D+
Apple	3	B	2	2	-1	B-	B+	B+	C
Archer Daniels Midland	-1	C-	1	0	-2			D+	C-
AT&T	0	C	1	1	-2	D+	C	C	C+
Bank of America	-3	D	0	-2	-1	C	C-	D	F
Best Buy	0	C	1	-1	0	B	B	C-	C
Boeing	1	C+	2	0	-1	C+	C-	C-	C-
Cardinal Health	1	C+	1	0	0	C+	C	C	C+
Caterpillar	0	C	1	0	-1	B	C+	C	C
Chevron	0	C	2	0	-2	C+	C+	C+	C+
Cigna	-2	D+	1	-2	-1		C	D	D
Cisco Systems	2	B-	2	0	0	B+	B	C+	B-
Citigroup	0	C	1	1	-2	C-	C-	D	C
Coca-Cola	0	C	1	-1	0	C	C	C	B-
Comcast	-4	F	0	-2	-2	C-	C-	F	F
ConocoPhillips	2	B-	2	0	0	D	D+	C+	C+
Costco Wholesale	3	B	2	2	-1	C	B	B-	B
CVS Health	1	C+	-1	0	2	D	D+	D+	C
Delta Air Lines	2	B-	2	0	0		C+	B-	C+
Disney	0	C	2	0	-2	A	C+	C-	C
Dow Chemical	2	B-	2	0	0	C-	C-	C	C
Exelon	3	B	2	0	1		C	B	B
Express Scripts	-3	D	-2	0	-1		D+	F	F
ExxonMobil	0	C	2	0	-2	F	C-	C+	C
FedEx	0	C	2	1	-3	A-	B	C	C+
Ford Motor	2	B-	2	0	0	B-	B	B+	C-
GE	2	B-	2	0	0	B	B-	B-	B-
General Dynamics	-4	F	0	0	-4	C-	D+	F	C-

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General Motors	0	C	2	0	-2			D+	D+
Gilead Sciences	0	C	0	0	0		C	C	C
Goldman Sachs	2	B-	2	0	0	B	C+	C+	C+
HCA Holdings	-1	C-	1	0	-2			C-	D+
Home Depot	1	C+	1	0	0	C+	C	C-	C-
Honeywell	-2	D+	0	0	-2	C	D	D	C-
HP	0	C	0	0	0	C	C-	C-	D
Humana	3	B	1	0	2	C	B-	C	B
IBM	2	B-	1	0	1	B+	B-	C	C-
Intel	3	B	2	0	1	B+	B	B	B
John Deere	2	B-	2	0	0	B-	B-	B-	C+
Johnson & Johnson	2	B-	2	0	0	B-	B	B	B-
Johnson Controls	1	C+	1	0	0	C+	B-	C+	C+
JP Morgan Chase	-1	C-	1	0	-2	C	D+	C-	D+
Kroger	1	C+	0	1	0	B-	C-	C	C-
Lockheed Martin	3	B	2	0	1	B-	C+	B-	B-
Lowe's	-1	C-	1	0	-2	B-	C-	D+	C
Marathon Petroleum	0	C	2	0	-2			C	C-
McKesson	-3	D	0	0	-3	C+	D	F	D
Merck	1	C+	1	0	0		B-	C-	C
MetLife	-1	C-	0	-1	0	C+	C+	D	C-
Microsoft	3	B	2	0	1	B	B-	B-	B-
Mondelez International	1	C+	0	0	1			C	C+
Morgan Stanley	1	C+	2	0	-1	B-	C+	D+	C
NIKE	2	B-	2	0	0		B	B	B
Oracle	-2	D+	1	0	-3		D	F	F
PepsiCo	2	B-	1	0	1	B	B-	C+	B
Pfizer	1	C+	2	0	-1	C	C+	C	C+
Phillips 66	0	C	2	0	-2			C	C-
Procter & Gamble	0	C	2	0	-2	B+	B+	C+	C+
Prudential	2	B-	1	0	1	D	C+	C-	B
Sysco	-2	D+	0	0	-2	C	C-	C-	D+
Target	2	B-	0	0	2	B-	C+	C+	C-
Tesoro	3	B	2	0	1			C-	F
Time Warner	1	C+	2	0	-1	B-	A-	C	B
TJX Companies	-1	C-	1	0	-2		D	C	C
United Continental Holdings	0	C	2	-2	0		D	D+	D
United Technologies	-2	D+	0	0	-2	B-	C	C-	C+

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UnitedHealth Group	-1	C-	0	0	-1	C	C-	C-	D+
UPS	3	B	1	0	2	B+	B	B+	A-
Valero Energy	-1	C-	2	0	-3	F	D+	C-	C-
Verizon	2	B-	1	2	-1	C+	D+	D	D+
Walgreens Boots Alliance	-3	D	0	0	-3	B-	C	D	D
Walmart	-4	F	0	-2	-2	C	C	D	F
Wells Fargo	-4	F	0	-2	-2	B-	C-	D	D

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"QUICK" GRADES									
Abbott Laboratories	2	B	2	0	0	B-	C	B	C
AbbVie	3	B	2	0	1			C	B
ADP	1	C	1	0	0			B	C
Advance Auto Parts	-2	D	-1	0	-1		C	D	C
Aflac	2	B	0	0	2		C	C	B
Air Products	2	B	1	0	1		C	B	C
Alaska Airlines	2	B	2	0	0				
Alcoa	2	B	0	0	2		C	C	B
Alliance Data	1	C	1	0	0				C
Ally Financial	0	C	0	0	0				C
Altria	3	B	2	0	1		B	B	B
Ameren	2	B	2	0	0				B
American Electric Power	2	B	2	0	0		C	B	C
Ameriprise	0	C	1	0	-1		D	C	C
Amgen	4	B	2	0	2		B	A	B
Amphenol	0	C	0	0	0				
Anadarko Petroleum	2	B	2	0	0		C	B	B
Apache	1	C	1	0	0			C	C
Applied Materials	3	B	2	0	1		C	B	B
AutoZone	-1	C	0	0	-1		C	C	C
Baker Hughes	2	B	1	0	1		D	C	B
Ball Corporation	2	B	0	0	2				
Baxter	0	C	0	0	0		B	C	C
BB&T	-1	C	0	1	-2		C	C	D
Bed Bath & Beyond	-1	C	0	0	-1		D	D	C
Biogen	3	B	1	0	2		A	B	B
BlackRock	2	B	2	0	0		D	C	B
BNY Mellon	0	C	0	0	0				
BorgWarner	1	C	2	0	-1			C	D
Boston Scientific	4	B	2	0	2		C	C	B
Bristol-Myers Squibb	3	B	2	0	1		B	B	B
Cameron	-1	C	1	0	-2		D	C	D
Campbell Soup	1	C	1	-1	1		B	C	B
Capital One	2	B	2	0	0		C	C	B
CarMax	0	C	1	0	-1		C	D	C
CBRE	2	B	2	0	0		C	C	B
CBS	1	C	1	0	0		C	B	C

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	Good Company Score	Good Company Grade	Employer Score	Seller Score	Steward Score	2011 Grade	2012 Grade	2014 Grade	2015 Grade
Celanese	-1	C	0	0	-1		F	D	C
Celgene	3	B	1	0	2			A	C
CenterPoint Energy	4	B	2	2	0			C	B
CenturyLink	1	C	0	0	1		D	D	D
CH Robinson	-2	D	0	0	-2		C	D	C
Charles Schwab	1	C	1	0	0		D	C	B
Charter Communications	-2	D	0	-1	-1			F	D
Clorox	4	B	2	0	2		C	A	A
Cognizant Technology Solutior	4	B	2	0	2		B	B	B
Colgate-Palmolive	4	B	2	0	2		C	B	A
ConAgra Foods	-1	C	0	-1	0		C	C	C
Consolidated Edison	4	B	2	0	2				
Corning	2	B	2	0	0		B	B	B
CSX	2	B	0	0	2		C	C	B
Cummins	3	B	2	0	1		C	B	B
Danaher	0	C	0	0	0		F	F	C
Darden	1	C	1	0	0				
DaVita	0	C	0	0	0		C	C	C
Devon Energy	2	B	2	0	0			C	B
Discover	0	C	2	0	-2		C	C	C
Discovery Communications	2	B	2	0	0			B	B
DISH	-1	C	-2	1	0		D	D	D
Dollar General	-3	D	-2	0	-1		D	D	D
Dollar Tree	0	C	-1	1	0		D	D	D
Dominion Resources	3	B	2	1	0			B	B
Dover	0	C	0	0	0				
DR Horton	-1	C	-1	0	0				D
Dr Pepper Snapple	1	C	0	1	0			C	C
DTE Energy	4	B	2	0	2		D	B	B
Duke Energy	3	B	2	0	1		C	C	B
DuPont	1	C	1	0	0	C	D+	C+	C+
Eastman	2	B	2	0	0			C	B
eBay	3	B	2	0	1		C	B	C
Ecolab	2	B	0	0	2		D	B	B
Eli Lilly	2	B	2	0	0		B	B	B
EMC	4	B	2	0	2		B	B	B
Emerson	1	C	1	0	0		C	C	C
Entergy	2	B	2	0	0				

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	Good Company Score	Good Company Grade	Employer Score	Seller Score	Steward Score	2011 Grade	2012 Grade	2014 Grade	2015 Grade
Enterprise Products	-1	C	1	0	-2				D+
EOG Resources	0	C	2	0	-2				
Estee Lauder	2	B	2	0	0		C	B	B
Eversource Energy	0	D	0	-2	2				C
Expedia	1	C	2	0	-1				C
Expeditors	0	C	0	0	0				
Facebook	0	C	2	-2	0			C	B
Fidelity National Financial	-1	C	-1	0	0				
Fifth Third	0	C	0	0	0		C	C	C
FirstEnergy	-1	C	0	-1	0		D	C	C
Foot Locker	-1	C	1	0	-2				
Franklin Resources	2	B	2	0	0		F	C	B
Gap	1	C	1	0	0			C	B
General Mills	4	B	2	0	2		B	A	B
Genuine Parts	-2	D	0	0	-2				
Goodyear	0	C	0	0	0				
Halliburton	1	C	1	0	0		C	C	D
Harley-Davidson	1	C	0	0	1		C	B	C
Henry Schein	0	C	1	0	-1		C	D	C
Hershey	4	B	2	0	2		C	A	A
Hess	2	B	2	0	0	C-	C	C	B
Hilton	4	B	2	2	0				C
Hormel	2	B	2	0	0		C	B	C
Illinois Tool Works	0	C	0	0	0		C	C	C
International Paper	1	C	1	0	0		C	C	C
Interpublic Group	2	B	2	0	0			B	C
JB Hunt	0	C	0	0	0			C	C
JM Smucker	2	B	2	0	0			B	B
Kellogg	1	C	0	0	1		C	C	C
Kimberly-Clark	2	B	2	0	0		C	B	B
Kinder Morgan	-1	C	1	0	-2			C	C
KKR	0	C	2	0	-2				
Kohl's	1	C	0	0	1		B	C	B
L Brands	2	B	2	0	0			C	B
L-3 Communications	-1	C	0	0	-1		C	D	D
LabCorp	-1	C	0	0	-1		C	C	C
Las Vegas Sands	2	B	0	0	2				
Lear Corporation	0	C	1	0	-1				

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Lennar	0	C	0	0	0				D
Level 3 Communications	0	C	0	0	0				B
Lincoln National	0	C	1	-1	0			C	B
LKQ	-4	F	-2	0	-2				
Macy's	0	C	0	0	0		C	C	C
Marathon Oil	-1	C	-1	0	0	D	C-	C	D
Marriott	4	B	2	2	0			B	B
Marsh & McLennan	1	C	1	0	0		C	C	C
Masco	0	C	0	0	0				C
MasterCard	2	B	2	0	0		C	B	B
Mattel	0	C	0	0	0		C	C	C
McDonald's	-1	C	0	-2	1		C	D	D
MGM Resorts International	2	B	1	0	1			C	B
Micron Technology	1	C	1	0	0		C	B	B
Mohawk Industries	0	C	0	0	0		C	C	B
Monsanto	4	B	2	0	2		C	B	B
Motorola Solutions	0	C	0	0	0				C
National Oilwell Varco	1	C	1	0	0		D	C	C
Netflix	0	C	2	-2	0				C
Newell Brands	1	C	0	0	1		C	C	C
Newmont Mining	1	C	1	0	0			C	D
NextEra Energy	4	B	2	2	0			D	C
Nordstrom	5	A	2	1	2		C	B	B
Norfolk Southern	1	C	0	0	1		C	C	C
Northrop Grumman	2	B	2	0	0	C	C-	C	B
Nucor	0	C	2	0	-2				
Occidental Petroleum	2	B	2	0	0		D	C	B
Omicom	0	C	0	0	0				
Oneok	2	B	2	0	0				
O'Reilly Automotive	-1	C	0	0	-1		B	D	C
Paccar	0	C	0	0	0		D	F	B
Parker Hannifin	0	C	0	0	0		C	C	C
PG&E Corp.	4	B	2	0	2		C	C	B
Philip Morris International	3	B	2	0	1			B-	B
PNC Financial Services Group	0	C	0	0	0		C	C	C
PPG	2	B	0	0	2		D	C	C
PPL	4	B	2	2	0			C	B
Praxair	1	C	0	0	1		C	C	C

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Priceline Group	3	B	2	1	0				
Principal Financial Group	2	B	2	0	0		C	B	B
Progressive	0	C	1	0	-1		C	C	C
PSEG	-1	C	1	-2	0			C	C
Qualcomm	3	B	2	0	1		B	B	B
Quest Diagnostics	0	C	0	0	0		C	C	D
Ralph Lauren	-1	C	0	0	-1		C	C	C
Raytheon	3	B	1	0	2		C	B	B
Regions Financial	-1	C	1	0	-2		C	C	C
Republic Services	0	C	0	0	0		F	D	C
Reynolds American	2	B	2	0	0		C	C	B
Rite Aid	0	C	0	0	0				
Rockwell Automation	4	B	2	0	2		C	B	B
Ross Stores	-2	D	0	0	-2		D	D	D
Salesforce	2	B	2	0	0				B
SanDisk	1	C	1	0	0		C	B	C
Sealed Air Corporation	1	C	0	0	1				C
Sempra Energy	5	A	2	2	1				
Sherwin-Williams	2	B	2	0	0		C	B	B
Southern Company	4	B	2	2	0		C	B	B
Southwest Airlines	4	B	2	2	0		B	B	B
Spectra Energy	2	B	2	0	0				
St. Jude Medical	0	C	0	0	0		C	C	B
Stanley Black & Decker	0	C	0	0	0		D	D	B
Starbucks	1	C	2	-2	1		C	C	C
Starwood Hotels & Resorts	4	B	2	2	0		C	B	C
State Street	0	C	0	0	0		C	D	C
Stryker	2	B	2	0	0		C	B	B
SunTrust	-2	D	0	0	-2		D	C	D
Symantec	1	C	1	0	0			C	C
Texas Instruments	2	B	2	0	0		B	B	B
Textron	1	C	1	0	0		D	C	B
The Hartford	2	B	1	0	1		B	C	B
Thermo Fisher Scientific	0	C	0	0	0		D	C	C
Time Warner Cable	-1	C	0	-1	0		D	D	C
Tractor Supply	-1	C	0	0	-1			D	C
Travelers	1	C	1	0	0				B
Union Pacific	1	C	0	0	1		C	B	C

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Universal Health Services	-2	D	-1	0	-1			D	D
Unum	2	B	2	0	0		B	B	C
US Bancorp	0	C	0	0	0				
VF	2	B	2	0	0			B	B
Viacom	4	B	2	0	2		C	B	B
Visa Inc.	-1	C	-1	0	0		D	C	C
Voya Financial	2	B	0	0	2				B
Waste Management	0	C	0	0	0		D	C	C
Western Digital	0	C	0	0	0		C	C	C
Western Union	0	C	0	0	0		C	C	C
Weyerhaeuser	1	C	1	0	0		C	C	B
Whirlpool	2	B	2	0	0		C	C	B
Whole Foods Market	3	B	1	2	0		B	B	B
Williams	0	C	2	0	-2			C	C
WW Grainger	0	C	0	0	0		C	B	C
Wyndham Worldwide	0	C	1	-2	1			B	C
Xcel Energy	1	C	1	0	0		C	C	D
Xerox	0	C	-2	0	2		C	C	C
Yum!	2	B	2	0	0		C	C	D

Appendix

2017 Good Company Index

Scoring Methodology

Full Grades (Fortune 100)

In calculating the “full” Good Company Index scores and grades for Fortune 100 companies included in this report, we used data from a variety of sources that, in our view, reflect key elements of good company behavior, as we first described in our book *Good Company: Business Success in the Worthiness Era* (Berrett-Koehler, 2011).

A full list of sources is included at the end of this appendix. (The most up-to-date information on the Good Company Index can always be found at www.goodcompanyindex.com.)

We assigned positive or negative points to companies based on their performance on each measure (specifics described below) and then tallied the totals to yield a total score, which was then converted into a grade, as indicated in Table C-1. This is the same scale used in grades for previous years as well.

Table C-1
Overall Good Company Grades and Corresponding Numerical Scores

Grade	Score
A+	7 or higher
A	6
A-	5
B+	4
B	3
B-	2
C+	1
C	0
C-	-1
D+	-2
D	-3
F	-4 or lower

For data from some sources, companies were ranked from high to low into *octiles*, or eighths, which were used to assign category scores that make up the Good Company Index ratings. For example, a company that falls in the top 12.5 percent (the equivalent of the top one-eighth of the overall distribution) would be in the first, or top, octile. A company that falls between 75 percent and 87.5 percent would be in the second octile, and so on.

In general, full Good Company grades were only assigned to those companies for which data were available from most or all sources (listed in more detail below), and were not assigned to those companies with data missing on the core Good Employer and Good Steward sources of Glassdoor.com and the *Newsweek* Green Rankings.

Good Employer

Glassdoor.com. For companies with at least 20 employee reviews on Glassdoor.com for the 2-year period between January 2015 and December 2016, we assigned points from -2 to 2, based on a company’s overall Glassdoor score, as indicated in the score ranges listed below. (These score ranges are based on octiles that were calculated for the *Good Company* book in June 2010 for Fortune 100 companies.)

Glassdoor Score	# Points Assigned
3.6 or higher	2
3.4 to 3.5	1
3.0 to 3.3	0
2.8 to 2.9	-1
2.7 or lower	-2

Fortune 100 Best Companies to Work For. If the company is listed on the 2017 *Fortune* 100 “Best Companies to Work For” list, the company was assigned 1 point.

Good Employer Overall Calculation. Points from the two sources above are added together to yield the overall Good Employer score, subject to a maximum of 2 points.

Good Seller

American Customer Satisfaction Index (ACSI). For companies for which ACSI ratings are available, points were assigned based on the octile of their 2016 ACSI rating, computed relative to the average ACSI score for the relevant industry (company score minus industry average). Scores for companies included in multiple ACSI industries are averages of relative scores across all applicable industries.

ACSI (vs industry) Octile	# Points Assigned
1st	2
2nd	1
3rd to 6th	0
7th	-1
8th	-2

Good Seller Overall Calculation. For those companies for which ACSI data are not available, companies were assigned a neutral score (no positive or negative points).

Good Steward

Environment

Newsweek Green Rankings. Points were assigned based on a company's octile ranking among 500 companies included in the 2016 *Newsweek* Green Rankings.

Newsweek Green Octile	# Points Assigned
1st or 2nd	1
3rd to 6th	0
7th or 8th	-1

RobecoSAM Dow Jones Sustainability North America Index. If the company is included in the Dow Jones Sustainability North America Index in collaboration with RobecoSAM (effective as of September 19, 2016), the company was assigned 1 point.

Penalties/Fines

Authors' Database. Based on our own compilation of penalties and fines (primarily assigned by the federal government in the United States) between January 2012 and March 2017, if the company paid fines between \$1 million and \$100 million, the company was assigned -1 point.

If the company paid fines greater than \$100 million, the company was assigned -2 points.

Please note that our penalties/fines database is not necessarily comprehensive; in particular, we did not attempt to gather additional specific penalties/fines for any company once we determined that it had amassed over \$100 million in penalties/fines from January 2012 to March 2017.

Restraint

CEO Compensation. If CEO compensation is among the 5 highest among the Fortune 100 on the May 27, 2016, *New York Times* report based on the 2016 Equilar 200 CEO Pay Study, the company was assigned -1 point.

CPA-Zicklin Political Accountability. If the company earned a score of 75 or greater, indicating greater accountability and disclosure, in the report "The 2016 CPA-Zicklin Index of Corporate Political Disclosure and Accountability," the company was assigned 1 point. If a company has no political spending, it was assigned 1 point. If a company was not ranked in the report, it was assigned 0 points.

Tax Avoidance. If a company paid zero (or "negative") taxes in at least two of the three most recent years (2013-15) in the March 2017 Institute on Taxation and Economic Policy report "The 35 Percent Corporate Tax Myth: Corporate Tax Avoidance by Fortune 500 Companies, 2008 to 2015," it was assigned -1 point.

Tax Havens. If a company makes use of offshore tax havens, as defined in the US PIRG/Citizens for Tax Justice/Institute on Taxation and Economic Policy report “Offshore Shell Games 2016: The Use of Offshore Tax Havens by Fortune 500 Companies,” it was assigned –1 point.

Contribution

Ethisphere Most Ethical Companies. If the company was included in the 2016 Ethisphere Most Ethical Companies list, the company was assigned 1 point.

Good Steward Overall Calculation. The overall Good Steward score is the sum of all points assigned from all Good Steward sources listed above.

“Quick Grades” (Fortune 101 to 500)

In addition to calculating “full” Good Company Index grades for Fortune 100 companies, we also assign “Quick Grades” to those companies in the Fortune 500 for whom data were available on each of two key components of the full Good Company grading system:

- Glassdoor.com (Employer)
- *Newsweek* Green Rankings (Steward, focused on Environment)

In addition, we incorporated Seller scores for companies for which ACSI (Seller) data is available.

Many of the other Good Company Index scoring components only rank the very largest companies, and therefore were not applicable for most companies smaller than the Fortune 100.

For “Quick Grades,” we assigned and tallied positive or negative points to these companies based on their performance on the measures described below, and assigned grades based on Table C-2. Due to the more limited nature of the information included for these companies, we did not include “plus” or “minus” letter grades, only full letter grades.

Table C-2
Good Company “Quick” Grades and Corresponding Numerical Scores

Grade	Score
A	5 or 6
B	2 to 4
C	-1 to 1
D	-2 to -3
F	-4 to -6

Good Employer Quick Score

Glassdoor.com (same formula as for full grades). For companies with at least 20 employee reviews on Glassdoor.com for the 2-year period between January 2015 and December 2016, we assigned points from -2 to 2, based on a company's overall Glassdoor score, as indicated in the score ranges listed below. (These score ranges are based on octiles that were calculated for the *Good Company* book in June 2010 for Fortune 100 companies.)

Glassdoor Score	Quick Points Assigned
3.6 or higher	2
3.4 to 3.5	1
3.0 to 3.3	0
2.8 to 2.9	-1
2.7 or lower	-2

Good Seller Quick Score

American Customer Satisfaction Index (ACSI) (same formula as for full grades). For companies for which ACSI ratings are available, points were assigned based on the octile of their 2016 ACSI rating, computed relative to the average ACSI score for the relevant industry. Scores for companies included in multiple ACSI industries are averages of relative scores across all applicable industries.

ACSI (vs industry) Octile	# Points Assigned
1st	2
2nd	1
3rd to 6th	0
7th	-1
8th	-2

Good Steward Quick Score

Newsweek Green Rankings (different than full grades formula). Points were assigned based on a company's octile ranking among 500 companies included in the 2016 *Newsweek* Green Rankings. Since this is the only component of the Steward category for "Quick Grade" companies, scores were expanded from the formula used for "full" grades (-1 to 1 point range) to a range of -2 to 2.

Newsweek Green Octile	Quick Points Assigned
1st	2
2nd	1
3rd to 6th	0
7th	-1
8th	-2

Sources

Good Employer

- Data compilation (January 2015 to December 2016 data) provided to authors by Glassdoor. www.glassdoor.com.
- *Fortune's* 2017 list of Best Companies to Work For. www.fortune.com/best-companies.

Good Seller

- American Customer Satisfaction Index 2016 scores relative to industry. www.theacsi.org/customer-satisfaction-benchmarks/benchmarks-by-company.

Good Steward

- *Newsweek* 2016 Green Rankings. <http://www.newsweek.com/green-2016/top-green-companies-us-2016>.
- September 2016 list of companies included on Dow Jones Sustainability North America Index, <http://www.robecosam.com/en/sustainability-insights/about-sustainability/corporate-sustainability-assessment/djsi-components-lists.jsp>.
- Penalties/fines compiled by authors, 2017, through systematic review of 2012 to March 2017 sanctions listed on U.S. government agency websites plus additional major fines/penalties (e.g., state, European Union, class action) during the same period.
- Equilar ranking of 2015 compensation for 200 chief executives, compiled for *New York Times*, May 27, 2016. <http://www.equilar.com/reports/38-new-york-times-200-highest-paid-ceos-2016.html>.
- “The 2016 CPA-Zicklin Index of Corporate Political Disclosure and Accountability: S&P 500 Review Shows Political Disclosure and Oversight Becoming Common Practice.” http://files.politicalaccountability.net/index/2016_Index.pdf.
- “The 33 Percent Corporate Tax Myth: Corporate Tax Avoidance by Fortune 500 Companies, 2008 to 2015,” Matthew Gardner, Robert McIntyre, Richard Phillips (Institute on Taxation and Economic Policy). <http://www.itep.org/pdf/35percentfullreport.pdf>.
- “Offshore Shell Games 2016: The Use of Offshore Tax Havens by Fortune 500 Companies,” US PIRG/CTJ/ITEP. <http://ctj.org/pdf/offshoreshellgames2016.pdf>.
- Ethisphere’s 2016 World’s Most Ethical Companies. ethisphere.com/worlds-most-ethical/wme-honorees.