



U.S. Employees: 30,000

Annual U.S. Revenue (2020): \$91.2 billion

Racial Justice Donations: \$2.25 million (0.002% annual revenue)

Statement:

- Expressed concern in response to George Floyd’s murder
- Expressed concern and stated an intention to act in response to George Floyd’s murder
- Expressed concern, stated an intention to act, and named specific actions in response to George Floyd’s murder

Racial Justice Actions: 11 actions across 7 categories

Sphere of Action	Category of Racial Justice Action	# of Actions ¹
Society	Support law & policy change²	0
	Support collective actions	0
	Recognize Juneteenth	1
Community	Monetary donations	2
	Non-monetary support of black communities and businesses	0
	Host community conversations	0
	Provide community resources and education	0
Company	Increase diverse suppliers²	1
	Increase diverse employee representation²	2
	Host employee conversations	1
	Provide employee diversity & inclusion, racial justice trainings	1
	Enhance workplace diversity & inclusion efforts	3
Other	Varied actions	0

1. Progress Status of category indicated by color.

Complete
In progress
Status unknown
No actions

Some companies had multiple actions in the same category. In this case, we assigned the category status based on the action(s) with the highest status within that category (e.g., if there was one completed action and one in progress action in the same category it was coded complete).

2. Bolded categories identified as a high impact category by project team. High impact categories were structural and systemic changes with the potential to impact many people.

High Impact Actions:

Law & Policy	No action
Suppliers	Pledge to spend between 2% and 5% of annual media budget on Black-owned media businesses
Employees	Commitment to recruit from Historically Black Colleges and Universities and other organizations to reach diverse talent

For a summary of the company’s statements and each of their actions, please see:

[Appendix C: Company actions to address racial injustice \(detailed\)](#)