

**CSRHUB®** Dashboard Starting Point

## Enter The Company You Want To Study

1. Enter a company name, part of a company name, a ticker, or a brand in column B.
2. If the CSRHub name does not appear in column C, use the CSRHub name lookup tool (top menu, CSRHub...Company) to find the right text to put in column B.
3. Mark your focus company with a "1" in column A.
4. Go to the Date Setup and Support tab below to adjust the date, if needed.



*NA = Rating or information not available. This can also be due to a company with only partial ratings. We do not provide an overall score for partially rated companies.*

|                  |           |    |                 |  |              |         |
|------------------|-----------|----|-----------------|--|--------------|---------|
| Top Line Summary | 1 Company | 58 | Average Overall | <a href="#">More instructions and examples are available online.</a> | Ratings Date | 2016/03 |
|------------------|-----------|----|-----------------|--|--------------|---------|

[illegible]

# CSRHUB<sup>®</sup> Dashboard

## Date Setup and Support Information

Use this password to unlock a sheet and change its formulas. Go to Home/Format/Unprotect to enter the password.

Unlock Password

csrhub

Means you can enter information into this cell

Enter dates in the format "MM/01/YYYY". All data sets are as of the first day of the month.

Your focus date will automatically be set equal to the latest available data date, unless you change it.

Your Focus Date

2016/03

Latest available data date:

3/1/2016

Earliest available data date:

12/1/2008

If you need to set a starting date for a graph or table, put it here.

Start Date for Graph or Table

2013/12

### Statistics for the Focus Data Set

|  |        |
|--|--------|
| Average CSRHub overall rating          | 53.7   |
| Number of rated companies in the set   | 16,320 |
| Number of data sources available       | 433    |
| Number of data sources used this month | 190    |

## How to Use a CSRHub Dashboard

[More instructions & examples are available online.](#)

1. Go to File, Options, Formulas and change your calculation options to manual.

This will make it easier for you to get started with the Dashboard.

[See Microsoft's instructions.](#)

2. Enter your CSRHub username and password in the CSRHub Dashboard authorization dialog box.

3. Enter the names or ticker for the company or companies you want to study in the pink cells on the Enter Company Names sheet.

4. Put the date you would like to study into cell B11 on the Date Setup and Support sheet.

5. Enter the date you would like a chart or table to begin by putting a start date in cell B14.

6. Press F9 or "Calculate" in the lower left corner to update the sheet.

7. Review the results of your research in the other tabs in the file.

[See answers to Frequently Asked Questions \(FAQ\) here.](#)

*If you experience a technical problem using your Dashboard, please [contact CSRHub support](#). There are known problems with some network firewalls, but we may have a workaround to suggest.*

## How to Turn Your CSRHub Dashboard Into a PDF File

*(Page size and settings have been optimized to print the width of a page in landscape mode.)*

### Direct Save to PDF From Excel

1. Choose File... Save As from the top menu tab.
2. Select Save as type... and choose PDF.

### Printing from Excel to an Adobe PDF

1. Choose File...Print.
2. Choose "Adobe PDF" from the printer dropdown list.
3. Choose your print options from the dropdown list  
(one sheet, selected sheets, etc.).
4. Click the "Print" button at the top.

# Additional Support Information

| CSRHub Dashboard Version   |           |
|----------------------------|-----------|
| Created with Version: 2.2  |           |
| API code base last updated | 4/14/2016 |
| API version number         | 2.2       |

See samples of the available CSRHub Dashboards at:  
[www.csrhub.com/content/csrhub-dashboard-samples/](http://www.csrhub.com/content/csrhub-dashboard-samples/)

See the latest CSRHub Dashboard support information and instructions at:  
[www.csrhub.com/content/csrhub-dashboard-instructions/](http://www.csrhub.com/content/csrhub-dashboard-instructions/)

CSRHUB® Dashboard Company Diagnostic

Summary of Ratings Data for the Company on "Enter Company Names" Sheet that Is Marked #1 for Focus

Focus Company Google, Inc. Ratings Date 2016/03

| Company Background  |   |                   |   | Average rating for whole database = 54 |  |
|---------------------|---|-------------------|---|--|--|
| Description         | Provides advertising solutions, global internet search solutions through its internet site and intranet solutions |                   |   |  |  |
| Ticker              | GOOGL   | Primary Industry  | Software & Internet                               | Telephone                              | 1-650-2530000  |
| ISIN                | US38259P5089  | Secondary         | Advertising, Public Relations, & Related Services | Alternate Names                        | Alphabet; Alphabet Inc.; Google; Google Brasil; Google, Inc.; Google Inc (Google); |
| Web site            | www.google.com  | Tertiary Industry | Electronic Shopping and Mail-Order Houses         |  | GOOGLE INC CL A; GOOGLE INC CLASS A; GoogleInc.                                    |
| CSR Web site        | http://www.google.com/green/  | Address           | 1600 Amphitheatre Parkway                         |  |  |
| # of Sources        | 58  | City & State      | Mountain View, CA                                 |  |  |
| # of Special Issues | 1   | Country & Zip     | USA 94043   |  |  |

Ratings (Ratings run 0-100 with 100 being best)

| Ratings (Ratings run 0-100 with 100 being best)   |                |           |           |             |            | Subcategory Ratings         |         |                              |                          |                         |                           |                                |                     |                         |            |                          |                   |
|---|----------------|-----------|-----------|-------------|------------|-----------------------------|---------|------------------------------|--------------------------|-------------------------|---------------------------|--------------------------------|---------------------|-------------------------|------------|--------------------------|-------------------|
| Category Ratings                                  |                |           |           |             |            | Community                   |         |                              | Employees                |                         |                           | Environment                    |                     |                         | Governance |                          |                   |
| Company vs Averages                               | Overall Rating | Community | Employees | Environment | Governance | Human Rights & Supply Chain | Product | Community Dev & Philanthropy | Diversity & Labor Rights | Compensation & Benefits | Training, Health & Safety | Environment Policy & Reporting | Resource Management | Energy & Climate Change | Board      | Transparency & Reporting | Leadership Ethics |
| Google, Inc.                                      | 58             | 57        | 62        | 62          | 51         | 44                          | 64      | 63                           | 58                       | 70                      | 57                        | 63                             | 59                  | 65                      | 45         | 57                       | 52                |
| Software & Internet                               | 54             | 60        | 57        | 55          | 47         | 57                          | 63      | 60                           | 57                       | 58                      | 57                        | 56                             | 54                  | 52                      | 47         | 45                       | 50                |
| Advertising, Public Relations, & Related Services | 54             | 59        | 62        | 59          | 53         | 57                          | 58      | 60                           | 61                       | 61                      | 58                        | 61                             | 55                  | 53                      | 52         | 49                       | 55                |
| Electronic Shopping and Mail-Order Houses         | 53             | 58        | 58        | 53          | 47         | 56                          | 60      | 57                           | 58                       | 59                      | 56                        | 56                             | 53                  | 51                      | 47         | 45                       | 49                |
| USA   | 52             | 58        | 57        | 52          | 46         | 55                          | 62      | 55                           | 56                       | 57                      | 58                        | 52                             | 52                  | 51                      | 46         | 44                       | 47                |
| North America                                     | 52             | 57        | 56        | 52          | 47         | 54                          | 60      | 55                           | 55                       | 57                      | 58                        | 52                             | 52                  | 51                      | 47         | 44                       | 48                |
| Overall Average                                   | 54             | 57        | 58        | 56          | 51         | 55                          | 57      | 57                           | 58                       | 56                      | 58                        | 58                             | 55                  | 52                      | 47         | 48                       | 54                |

Percentile Rank Comparisons

| Percentile Rank Comparisons                       |                    |                           |           |             |            | Subcategory Percentile Ranks |         |                              |                          |                         |                           |                                |                     |                         |            |                          |                   |
|---|--------------------|---------------------------|-----------|-------------|------------|------------------------------|---------|------------------------------|--------------------------|-------------------------|---------------------------|--------------------------------|---------------------|-------------------------|------------|--------------------------|-------------------|
| Vs All Companies & Various Sub-Groups             | Overall Percentile | Category Percentile Ranks |           |             |            | Community                    |         |                              | Employees                |                         |                           | Environment                    |                     |                         | Governance |                          |                   |
|   |                    | Community                 | Employees | Environment | Governance | Human Rights & Supply Chain  | Product | Community Dev & Philanthropy | Diversity & Labor Rights | Compensation & Benefits | Training, Health & Safety | Environment Policy & Reporting | Resource Management | Energy & Climate Change | Board      | Transparency & Reporting | Leadership Ethics |
| Google, Inc. vs all CSRHub companies              | 72%                | 49%                       | 63%       | 70%         | 50%        | 16%                          | 65%     | 71%                          | 49%                      | 87%                     | 42%                       | 62%                            | 62%                 | 88%                     | 40%        | 72%                      | 44%               |
| Software & Internet                               | 75%                | 33%                       | 66%       | 75%         | 60%        | 8%                           | 49%     | 65%                          | 50%                      | 86%                     | 47%                       | 73%                            | 62%                 | 92%                     | 40%        | 77%                      | 61%               |
| Advertising, Public Relations, & Related Services | 74%                | 40%                       | 56%       | 59%         | 41%        | 5%                           | 71%     | 62%                          | 31%                      | 81%                     | 50%                       | 47%                            | 57%                 | 92%                     | 36%        | 64%                      | 42%               |
| Electronic Shopping and Mail-Order Houses         | 71%                | 46%                       | 61%       | 81%         | 65%        | 12%                          | 63%     | 74%                          | 36%                      | 83%                     | 55%                       | 70%                            | 66%                 | 93%                     | 41%        | 77%                      | 61%               |
| USA   | 84%                | 44%                       | 73%       | 85%         | 69%        | 11%                          | 50%     | 81%                          | 57%                      | 89%                     | 44%                       | 84%                            | 73%                 | 93%                     | 44%        | 84%                      | 74%               |

Data Elements That Contribute To Each Subcategory Rating

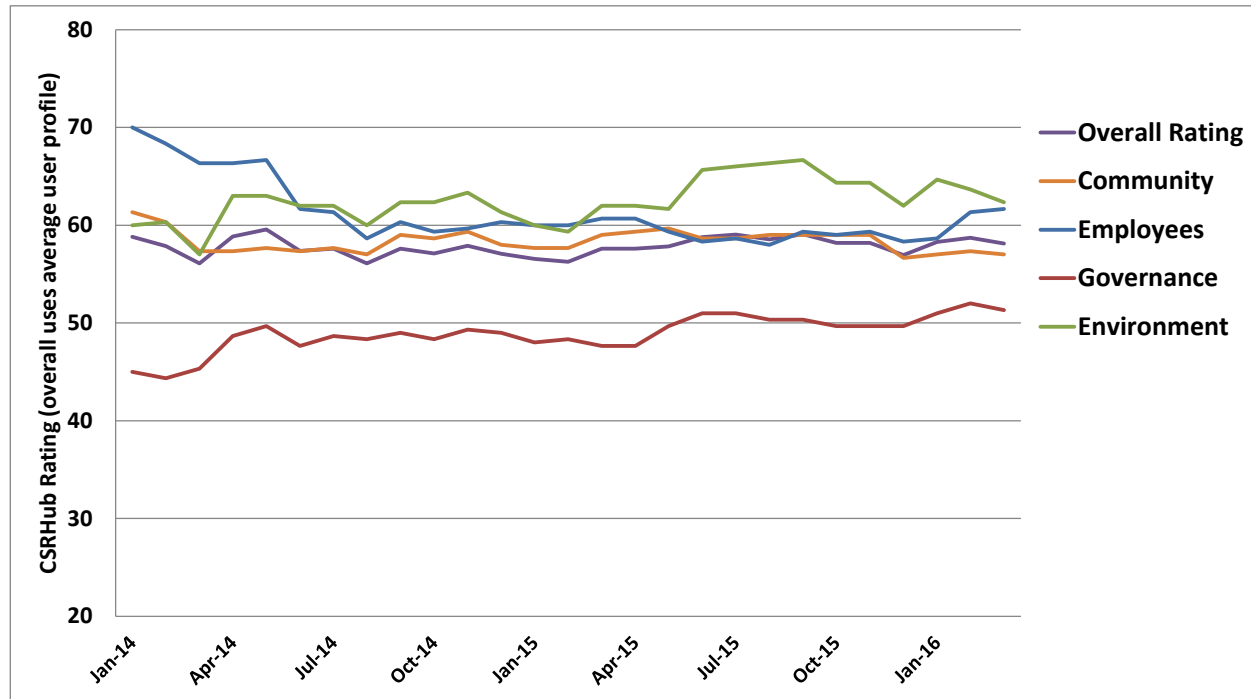
| Subcategory  | Human Rights & Supply Chain  | Product  | Community Dev & Philanthropy   | Diversity & Labor Rights  | Compensation & Benefits  | Training, Health & Safety  |
|--|--|--|--|---|--|--|
| Each cell contains information on one subcategory's sources in this format: data source; data element; original data value; date last updated. (** for data value indicates that this source does not allow its original data to be reported.) (For some companies and some subcategories, there may be too many data items to view them all.) | Asset4;Community/Critical Countries - Indigenous People Controversies;**,15 Dec 2015  Asset4;Health & Safety/HIV-AIDS Program;**,15 Dec 2015  Asset4;Health & Safety/HIV-AIDS Programme;**,15 Mar 2014  Asset4;Human Rights/Freedom of Association Controversies;**,15 Dec 2015  Asset4;Human Rights/Human Rights Controversies;**,15 Dec 2015  Asset4;Human Rights/Improvements;**,15 Dec 2015  Asset4;Human Rights/Suppliers Social Impact;**,15 Dec 2015  Asset4;Performance/Monitoring;**,15 Dec 2015  Asset4;Product Responsibility/Clinical Trials and Research Guidelines;**,15 Dec 2015  Asset4;Product Responsibility/Technology Know-How Sharing;**,15 Dec 2015  Asset4;Vision and Strategy/Stakeholder Engagement;**,15 Dec 2015  BSR Member;Companies that are committed to improving its sustainability performance may join BSR;Yes;15 Mar 2015  Better World Companies;Better World product rating;B+;15 Aug 2015  EIRS;CSRHub_Human Rights & Supply Chain;**,15 Feb 2016 | Asset4;Client Loyalty/Client Satisfaction Improvements;**,15 Dec 2015  Asset4;Client Loyalty/Consumer Complaints;**,15 Dec 2015  Asset4;Client Loyalty/Customer Satisfaction Transparency;**,15 Dec 2015  Asset4;Client Loyalty/Improvements;**,15 Dec 2015  Asset4;Client Loyalty/Monitoring;**,15 Dec 2015  Asset4;Client Loyalty/Policy;**,15 Dec 2015  Asset4;Community/Diseases of the Developing World;**,15 Dec 2015  Asset4;Emission Reduction/Innovative Production;**,15 Dec 2015  Asset4;Product Innovation/Animal Testing;**,15 Dec 2015  Asset4;Product Innovation/Eco-Design Products;**,15 Dec 2015  Asset4;Product Innovation/Energy Footprint Reduction;**,15 Dec 2015  Asset4;Product Innovation/Environmental R&D;**,15 Dec 2015  Asset4;Product Innovation/Implementation;**,15 Dec 2015  Asset4;Product Innovation/Improvements;**,15 Dec 2015  Asset4;Product Innovation/Policy;**,15 Dec 2015  Asset4;Product Innovation/Product Impact | Asset4;Community/Critical Countries - Indigenous People Controversies;**,15 Dec 2015  Asset4;Community/Implementation;**,15 Dec 2015  Asset4;Client Loyalty/Customer Satisfaction Transparency;**,15 Dec 2015  Asset4;Community/Improvements;**,15 Dec 2015  Asset4;Community/Monitoring;**,15 Dec 2015  Asset4;Community/Policy;**,15 Dec 2015  Asset4;Community/Total Donations;**,15 Dec 2015  Asset4;Emission Reduction/Environmental Partnerships;**,15 Dec 2015  Asset4;Emission Reduction/Environmental Restoration Initiatives;**,15 Dec 2015  Asset4;Product Responsibility/Social Exclusion Controversies;**,15 Dec 2015  Asset4;Resource Reduction/Environmental Resource Impact Controversies;**,15 Dec 2015  Asset4;Vision and Strategy/Stakeholder Engagement;**,15 Dec 2015  Better World Companies;Better World product rating;B+;15 Aug 2015  Carbon Disclosure Project 2014 Full Data;2014 Performance Band;A;15 Aug 2014  Carbon Disclosure Project 2015 Full Data;2015 | 2020 Women on Boards;% of Women;0.27;15 Jul 2015  Asset4;Board Structure/Board Diversity;**,15 Dec 2015  Asset4;Diversity and Opportunity/Implementation;**,15 Dec 2015  Asset4;Diversity and Opportunity/Improvements;**,15 Dec 2015  Asset4;Diversity and Opportunity/Managers Female Male Ratio;**,15 Dec 2015  Asset4;Diversity and Opportunity/Policy;**,15 Dec 2015  Asset4;Employment Quality/Announced Lay-offs;**,15 Dec 2015  Asset4;Employment Quality/Implementation;**,15 Dec 2015  Asset4;Employment Quality/Strikes;**,15 Dec 2015  Asset4;Employment Quality/Trade Union Representation;**,15 Dec 2015  Asset4;Employment Quality/Wages or Working Condition Controversies;**,15 Dec 2015  Asset4;Health & Safety/HIV-AIDS Program;**,15 Dec 2015  Asset4;Health & Safety/HIV-AIDS Programme;**,15 Mar 2014 | Asset4;Compensation Policy/Long Term Objectives;**,15 Dec 2015  Asset4;Compensation Policy/Remuneration Structure;**,15 Dec 2015  Asset4;Compensation Policy/Stock Compensation;**,15 Dec 2015  Asset4;Diversity and Opportunity/Family Friendly;**,15 Dec 2015  Asset4;Employment Quality/Bonus Plan;**,15 Dec 2015  Asset4;Employment Quality/Employment Awards;**,15 Dec 2015  Asset4;Employment Quality/Generous Fringe Benefits;**,15 Dec 2015  Asset4;Employment Quality/Implementation;**,15 Dec 2015  Asset4;Employment Quality/Monitoring;**,15 Dec 2015  Asset4;Employment Quality/Policy;**,15 Dec 2015  Asset4;Employment Quality/Salary Gap;**,15 Dec 2015  Asset4;Employment Quality/Wages or Working Condition Controversies;**,15 Dec 2015  Asset4;Performance/Employee Satisfaction Improvements;**,15 Dec 2015  Asset4;Shareholder Loyalty/Pension | Asset4;Employment Quality/Improvements;**,15 Dec 2015  Asset4;Health & Safety/Improvements;**,15 Dec 2015  Asset4;Health & Safety/Monitoring;**,15 Dec 2015  Asset4;Health & Safety/Policy;**,15 Dec 2015  Asset4;Performance/Employee Satisfaction Improvements;**,15 Dec 2015  Asset4;Training and Development/Implementation;**,15 Dec 2015  Asset4;Training and Development/Improvements;**,15 Dec 2015  Asset4;Training and Development/Internal Promotion;**,15 Dec 2015  Asset4;Training and Development/Management Training;**,15 Dec 2015  Asset4;Training and Development/Supplier ESG Training;**,15 Dec 2015  Corporate Equality Index 2014;Firm-wide Organizational Competency Programs (10 points);Yes;15 Aug 2014  Corporate Equality Index 2014;Has Parity Across Other "Soft" Benefits for Partners |

| Subcategory  | Board  | Transparency & Reporting  | Leadership Ethics  | Environment Policy & Reporting   | Resource Management   | Energy & Climate Change  |
|--|--|---|--|--|---|--|
| Each cell contains information on one subcategory's sources in this format: data source; data element; original data value; date last updated. (** for data value indicates that this source does not allow its original data to be reported.) (For some companies and some subcategories, there may be too many data items to view them all.) | Asset4;Board Functions/Audit Committee Expertise;**,15 Dec 2015  Asset4;Board Functions/Audit Committee Management Independence;**,15 Dec 2015  Asset4;Board Functions/Board Attendance;**,15 Dec 2015  Asset4;Board Functions/Compensation Committee Independence;**,15 Dec 2015  Asset4;Board Functions/Compensation Committee Management Independence;**,15 Dec 2015  Asset4;Board Functions/Implementation;**,15 Dec 2015  Asset4;Board Functions/Improvements;**,15 Dec 2015  Asset4;Board Functions/Monitoring;**,15 Dec 2015  Asset4;Board Functions/Nomination Committee Involvement;**,15 Dec 2015  Asset4;Board Functions/Nomination Committee Management Independence;**,15 Dec 2015  Asset4;Board Functions/Policy;**,15 Dec 2015  Asset4;Board Structure/Board Diversity;**,15 Dec 2015  Asset4;Board Structure/CEO-Chairman Separation;**,15 Dec 2015  Asset4;Board Structure/Implementation;**,15 Dec 2015  Asset4;Board Structure/Improvements;**,15 Dec | Asset4;Board Functions/Audit Committee Independence;**,15 Dec 2015  Asset4;Board Functions/Monitoring;**,15 Dec 2015  Asset4;Board Functions/Nomination Committee Involvement;**,15 Dec 2015  Asset4;Community/Bribery, Corruption and Fraud Controversies;**,15 Dec 2015  Asset4;Community/Monitoring;**,15 Dec 2015  Asset4;Compensation Policy/Monitoring;**,15 Dec 2015  Asset4;Diversity and Opportunity/Monitoring;**,15 Dec 2015  Asset4;Employment Quality/Announced Lay-offs;**,15 Dec 2015  Asset4;Employment Quality/Monitoring;**,15 Dec 2015  Asset4;Health & Safety/Monitoring;**,15 Dec 2015  Asset4;Performance/Monitoring;**,15 Dec 2015  Asset4;Performance/Policy;**,15 Dec 2015  Asset4;Product Innovation/Monitoring;**,15 Dec 2015  Asset4;Product Responsibility/Social Labels;**,15 Dec 2015  Asset4;Shareholder Loyalty/Accounting Controversies;**,15 Dec 2015  Asset4;Shareholder Loyalty/Monitoring;**,15 Dec 2015  Asset4;Shareholder Loyalty/Non-audit to Audit | Asset4;Board Functions/Audit Committee Independence;**,15 Dec 2015  Asset4;Community/Bribery, Corruption and Fraud Controversies;**,15 Dec 2015  Asset4;Compensation Policy/Compensation Controversies;**,15 Dec 2015  Asset4;Compensation Policy/Individual Compensation;**,15 Dec 2015  Asset4;Compensation Policy/Long Term Objectives;**,15 Dec 2015  Asset4;Compensation Policy/Stock Compensation;**,15 Dec 2015  Asset4;Diversity and Opportunity/Diversity Controversies;**,15 Dec 2015  Asset4;Emission Reduction/Spills and Pollution Controversies;**,15 Dec 2015  Asset4;Human Rights/Improvements;**,15 Dec 2015  Asset4;Performance/Employee Satisfaction Improvements;**,15 Dec 2015  Asset4;Product Innovation/Product Impact Controversies;**,15 Dec 2015  Asset4;Product Innovation/Product Impact Controversies;**,15 Dec 2015  Asset4;Product Responsibility/Customer Controversies;**,15 Dec 2015  Asset4;Product Responsibility/Product Recalls/Withdrawals;**,15 Dec 2015 | Asset4;Emission Reduction/Biodiversity Impact;**,15 Dec 2015  Asset4;Emission Reduction/Environmental Expenditures;**,15 Dec 2015  Asset4;Emission Reduction/F-Gases Emissions;**,15 Dec 2015  Asset4;Emission Reduction/Monitoring;**,15 Dec 2015  Asset4;Emission Reduction/NOx and SOx Emissions Reduction;**,15 Dec 2015  Asset4;Emission Reduction/Ozone-Depleting Substances Reduction;**,15 Dec 2015  Asset4;Emission Reduction/Spill Impact Reduction;**,15 Dec 2015  Asset4;Emission Reduction/Transportation Impact Reduction;**,15 Dec 2015  Asset4;Emission Reduction/VOC or Particulate Matter Emissions Reduction;**,15 Mar 2014  Asset4;Emission Reduction/Waste Reduction;**,15 Dec 2015  Asset4;Product Innovation/Environmental Labels and Awards;**,15 Dec 2015  Asset4;Product Innovation/Environmental Project Financing;**,15 Dec 2015  Asset4;Product Innovation/Organic Products;**,15 Dec 2015  Asset4;Resource Reduction/Environmental | Asset4;Emission Reduction/Biodiversity Controversies;**,15 Dec 2015  Asset4;Emission Reduction/Implementation;**,15 Dec 2015  Asset4;Emission Reduction/Improvements;**,15 Dec 2015  Asset4;Emission Reduction/Waste Reduction;**,15 Dec 2015  Asset4;Product Innovation/Eco-Design Products;**,15 Dec 2015  Asset4;Product Innovation/Environmental Products;**,15 Dec 2015  Asset4;Product Innovation/Organic Products;**,15 Dec 2015  Asset4;Product Innovation/Renewable/Clean Energy Products;**,15 Dec 2015  Asset4;Product Innovation/Water Technologies;**,15 Dec 2015  Asset4;Resource Reduction/Land Use;**,15 Dec 2015  Asset4;Resource Reduction/Monitoring;**,15 Dec 2015  Asset4;Resource Reduction/Toxic Chemicals;**,15 Dec 2015  Asset4;Resource Reduction/Water Recycling;**,15 Mar 2014  Asset4;Training and Development/Supplier ESG Training;**,15 Dec 2015  BSR Member;Companies that are committed to improving its sustainability performance | Asset4;Emission Reduction/CO2 Reduction;**,15 Dec 2015  Asset4;Emission Reduction/Improvements;**,15 Dec 2015  Asset4;Emission Reduction/NOx and SOx Emissions Reduction;**,15 Dec 2015  Asset4;Emission Reduction/Ozone-Depleting Substances Reduction;**,15 Dec 2015  Asset4;Emission Reduction/Transportation Impact Reduction;**,15 Dec 2015  Asset4;Emission Reduction/VOC or Particulate Matter Emissions Reduction;**,15 Mar 2014  Asset4;Product Innovation/Eco-Design Vehicles;**,15 Dec 2015  Asset4;Resource Reduction/Energy Efficiency Initiatives;**,15 Dec 2015  Asset4;Resource Reduction/Green Buildings;**,15 Dec 2015  Best Workplace for Commuters 2014;Number of awards;Yes;15 Nov 2014  Better World Companies;Better World product rating;B+;15 Aug 2015  Brand Finance 2014-15;Brand Rating 2015;AA+;15 Mar 2015  Carbon Disclosure Project 2014 Full Data;1.1. Where is the highest level of direct |

# CSRHUB<sup>®</sup> Dashboard Charts

For a single company rating chart, mark a company on the Enter Company Name Sheet with the number "1"

CSRHub Ratings Over Time for Google, Inc.



# CSRHUB® Dashboard Company Diagnostic

List of the Available Data Sources for the Company on row 1 of "Enter Company Names" Sheet

## Google, Inc.

|   | Total Sources<br># for this Co. |                |
|---|---------------------------------|----------------|
|   | 451                             |                |
|   | 126                             | 59             |
| Data Source   | Present?                        | Active Rating? |
| 100 Low Carbon Pioneers                                 | No                              | No             |
| 2020 Women on Boards                                    | Yes                             | Yes            |
| AA1000 Assurance Standard 2008                          | No                              | No             |
| Accord on Fire and Safety in Bangladesh                 | No                              | No             |
| AccountAbility  | No                              | No             |
| AEI IranTracker   | No                              | No             |
| Affirm  | No                              | No             |
| Alex's Guide to Compassionate Shopping                  | No                              | No             |
| Alliance for Bangladesh Worker Safety                   | No                              | No             |
| Alliance for Board Diversity 2011                       | No                              | No             |
| Alliance for Board Diversity 2012                       | Yes                             | No             |
| AMEE  | No                              | No             |
| American Anti-Vivisection Society                       | No                              | No             |
| American Coal Council Member Companies                  | No                              | No             |
| Aquaculture Stewardship Council (ASC) Suppliers         | No                              | No             |
| As you sow 2012   | No                              | No             |
| As you sow 2013   | No                              | No             |
| As you sow 2014   | No                              | No             |
| As you sow 2015   | No                              | No             |
| Asset4  | Yes                             | Yes            |
| B Corporation GIIRS Ratings                             | No                              | No             |
| Baltic Institute of Corporate Governance                | No                              | No             |
| Best Workplace for Commuters 2009                       | Yes                             | No             |
| Best Workplace for Commuters 2010                       | No                              | No             |
| Best Workplace for Commuters 2011                       | Yes                             | No             |
| Best Workplace for Commuters 2012                       | No                              | No             |
| Best Workplace for Commuters 2013                       | Yes                             | No             |
| Best Workplace for Commuters 2014                       | Yes                             | Yes            |
| Best Workplace for Commuters 2015                       | No                              | No             |
| Better World Companies                                  | Yes                             | Yes            |
| Black Collegian 2009 (Universum)                        | Yes                             | No             |
| Black Collegian 2012 (Universum)                        | No                              | No             |
| BlackEngineer Most Admired Companies 2009               | No                              | No             |
| BlackEngineer Most Admired Companies 2011               | Yes                             | No             |
| Bloomberg Coal  | No                              | No             |
| Bloomberg New Energy Finance Index (CREX)               | Yes                             | No             |
| Boston College Center for Corporate Citizenship (BCCCC) | Yes                             | Yes            |
| Brand Finance 2008-09                                   | Yes                             | No             |
| Brand Finance 2009-10                                   | Yes                             | No             |
| Brand Finance 2010-11                                   | Yes                             | No             |
| Brand Finance 2011-12                                   | Yes                             | No             |
| Brand Finance 2012-13                                   | Yes                             | No             |
| Brand Finance 2013-14                                   | Yes                             | Yes            |
| Brand Finance 2014-15                                   | Yes                             | Yes            |
| BSR Member  | Yes                             | Yes            |
| Burma Campaign  | No                              | No             |
| California Iran Contracting Act                         | No                              | No             |
| CalPERS Proxy Voting 2012                               | Yes                             | No             |
| CalPERS Proxy Voting 2014                               | Yes                             | Yes            |
| CalPERS Proxy Voting 2015                               | Yes                             | Yes            |
| Calvert Social Index                                    | No                              | No             |
| Canadian Business for Social Responsibility             | No                              | No             |
| Carbon Disclosure Project 2006 and 2007                 | No                              | No             |
| Carbon Disclosure Project 2008                          | Yes                             | No             |
| Carbon Disclosure Project 2009 Full Data                | Yes                             | No             |
| Carbon Disclosure Project 2010 Full Data                | Yes                             | No             |
| Carbon Disclosure Project 2011 Full Data                | Yes                             | No             |
| Carbon Disclosure Project 2012 Full Data                | Yes                             | No             |
| Carbon Disclosure Project 2013 Full Data                | Yes                             | No             |
| Carbon Disclosure Project 2014 Full Data                | Yes                             | Yes            |
| Carbon Disclosure Project 2015 Full Data                | Yes                             | Yes            |
| Carbon Market Data                                      | No                              | No             |
| Carbonfund Partners                                     | No                              | No             |
| Caring Consumer   | No                              | No             |
| CDP Water Data 2010                                     | No                              | No             |
| CDP Water Data 2011                                     | No                              | No             |
| CDP Water Data 2012                                     | No                              | No             |
| CDP Water Data 2013                                     | No                              | No             |

| Data Source   | Present? | Active Rating? |
|---|----------|----------------|
| Glassdoor's Top 25 Companies for Work-Life Balance--2011            | No       | No             |
| Glassdoor's Top 25 Companies for Work-Life Balance--2012            | No       | No             |
| Glassdoor's Top 25 Companies for Work-Life Balance--2013            | No       | No             |
| Glassdoor's Top 25 Companies for Work-Life Balance--2014            | No       | No             |
| Global 100 List 2008  | No       | No             |
| Global 100 List 2009  | No       | No             |
| Global 100 List 2010  | No       | No             |
| Global 100 List 2011  | No       | No             |
| Global 100 List 2012  | No       | No             |
| Global 100 List 2013  | No       | No             |
| Global 100 List 2014  | No       | No             |
| Global 100 List 2015  | No       | No             |
| Global 100 List 2016  | No       | No             |
| Global Business Coalition   | No       | No             |
| Global G.A.P. Member  | No       | No             |
| Global Reporting Initiative 2007 and 2008                           | No       | No             |
| Global Reporting Initiative 2009                                    | No       | No             |
| Global Reporting Initiative 2010                                    | No       | No             |
| Global Reporting Initiative 2011                                    | No       | No             |
| Global Reporting Initiative 2012                                    | No       | No             |
| Global Reporting Initiative 2013                                    | No       | No             |
| Global Reporting Initiative 2014                                    | No       | No             |
| Global Reporting Initiative 2015                                    | No       | No             |
| Global RepTrak 2012 Reputation Institute                            | Yes      | No             |
| Global RepTrak 2013 Reputation Institute                            | Yes      | Yes            |
| Global RepTrak 2014 Reputation Institute                            | Yes      | Yes            |
| Global RepTrak 2015 Reputation Institute                            | Yes      | Yes            |
| Global Sullivan Principals  | No       | No             |
| Global Transparency Index (Israel)                                  | No       | No             |
| Global Union Burma List   | No       | No             |
| GoodCorporation   | No       | No             |
| Goodness 500 2009   | Yes      | No             |
| Goodness 500 2012   | Yes      | No             |
| Government of New Brunswick   | No       | No             |
| Great Place to Work Inst. 100 Best Workplaces in Europe 2010        | No       | No             |
| Great Place to Work Inst. 100 Best Workplaces in Europe 2014        | No       | No             |
| Great Place to Work Inst. 100 Best Workplaces in Europe 2015        | No       | No             |
| Great Place to Work Inst. 25 Best Large Workplaces in Europe 2012   | No       | No             |
| Great Place to Work Inst. 25 Best Large Workplaces in Europe 2013   | No       | No             |
| Great Place to Work Inst. 50 Best Small Workplaces in Europe 2012   | No       | No             |
| Great Place to Work Inst. 50 Best Small Workplaces in Europe 2013   | No       | No             |
| Great Places to Work Latin America 2010                             | Yes      | No             |
| Great Places to Work Latin America 2012                             | No       | No             |
| Great Places to Work Latin America 2013                             | Yes      | No             |
| Great Places to Work Latin America 2014                             | No       | No             |
| Great Places to Work Latin America 2015                             | No       | No             |
| Green Seal  | No       | No             |
| GreenPages Directory  | No       | No             |
| Greenpeace Cloud  | Yes      | No             |
| Greenpeace Seafood Sustainability Scorecard 2010                    | No       | No             |
| Greenpeace Seafood Sustainability Scorecard 2013                    | No       | No             |
| Greenpeace Seafood Sustainability Scorecard 2014                    | No       | No             |
| Hispanic Magazine 100 list  | No       | No             |
| Hispanic Trends   | No       | No             |
| Human Rights Campaign 2008 List                                     | Yes      | No             |
| Human Rights Campaign 2009 List                                     | Yes      | No             |
| Human Rights Campaign 2011 List                                     | Yes      | No             |
| Human Rights Campaign 2012 List                                     | Yes      | No             |
| Human Rights Campaign 2013 List                                     | Yes      | No             |
| Human Rights Campaign 2014 List                                     | Yes      | Yes            |
| Human Rights Campaign 2015 List                                     | Yes      | Yes            |
| InfluenceMap  | Yes      | Yes            |
| Interfax ERA 2012   | No       | No             |
| Interfax ERA 2013   | No       | No             |
| Interfax ERA 2014   | No       | No             |
| International Integrated Reporting Council (IIRC) List of Companies | No       | No             |
| International Integrated Reporting Council (IIRC) Pilot Program     | No       | No             |
| Investis IQ   | Yes      | Yes            |

| Total Sources  | 451 |     |
|--|-----|-----|
| CDP Water Data 2014  | No  | No  |
| CDP Water Data 2015  | No  | No  |
| CECP (Committee Encouraging Corporate Philanthropy)        | No  | No  |
| CEMEFI (Centro Mexicano para la Filantropía) ITSC Index    | No  | No  |
| CEMEFI (Centro Mexicano para la Filantropía) Members       | No  | No  |
| Ceres  | No  | No  |
| Ceres Climate & Energy Resolutions 2011                    | No  | No  |
| Ceres Climate & Energy Resolutions 2012                    | No  | No  |
| Ceres Climate & Energy Resolutions 2013                    | No  | No  |
| Ceres Climate & Energy Resolutions 2014                    | No  | No  |
| Chicago Climate Exchange Members                           | No  | No  |
| Clean Clothes Accord                                       | No  | No  |
| Climate Counts 2010  | Yes | No  |
| Climate Counts 2011  | Yes | No  |
| Climate Counts 2012  | Yes | No  |
| Climate Counts 2013  | No  | No  |
| Climate Registry   | No  | No  |
| Coal Mining Engineer's List                                | No  | No  |
| Community Reinvestment Act                                 | No  | No  |
| Computer World 100 Best Places to Work in IT 2008          | No  | No  |
| Computer World 100 Best Places to Work in IT 2009          | No  | No  |
| Computer World 100 Best Places to Work in IT 2010          | No  | No  |
| Computer World 100 Best Places to Work in IT 2011          | No  | No  |
| Computer World 100 Best Places to Work in IT 2012          | No  | No  |
| Computer World 100 Best Places to Work in IT 2013          | No  | No  |
| Computer World 100 Best Places to Work in IT 2014          | No  | No  |
| Computer World 100 Best Places to Work in IT 2015          | No  | No  |
| Conflict Minerals Filing Report                            | No  | No  |
| Copenhagen Communique                                      | No  | No  |
| Corporate Equality Index 2014                              | Yes | Yes |
| Corporate Equality Index 2015                              | Yes | Yes |
| Corporate Knights Canada - 50 Best Corporate Citizens 2011 | No  | No  |
| Corporate Knights Canada - 50 Best Corporate Citizens 2012 | No  | No  |
| Corporate Knights Canada - 50 Best Corporate Citizens 2013 | No  | No  |
| Corporate Knights Canada - 50 Best Corporate Citizens 2014 | No  | No  |
| Corporate Knights Canada - 50 Best Corporate Citizens 2015 | No  | No  |
| Corporate Knights Canada 2010                              | No  | No  |
| Corporate Knights Global 100 - 2011                        | No  | No  |
| Corporate Knights Global 100 - 2012                        | No  | No  |
| Corporate Knights Global 100 - 2013                        | No  | No  |
| Corporate Knights Global 100 - 2014                        | No  | No  |
| Corporate Knights Global 100 - 2015                        | No  | No  |
| Corporate Responsibility Index 2009 Australia              | No  | No  |
| Corporate Responsibility Index UK 2009                     | No  | No  |
| Corporate Responsibility Index UK 2011                     | No  | No  |
| Corporate Responsibility Index UK 2012                     | No  | No  |
| Corporate Responsibility Index UK 2013                     | No  | No  |
| Corporate Responsibility Index UK 2014                     | No  | No  |
| Corporate Responsibility Index UK 2015                     | No  | No  |
| CorporateRegister.com                                      | No  | No  |
| Covalence Ethical Quotient                                 | Yes | No  |
| CR's 100 Best Corporate Citizens 2008                      | Yes | No  |
| CR's 100 Best Corporate Citizens 2009                      | No  | No  |
| CR's 100 Best Corporate Citizens 2010                      | No  | No  |
| CR's 100 Best Corporate Citizens 2011                      | No  | No  |
| CR's 100 Best Corporate Citizens 2012                      | No  | No  |
| CR's 100 Best Corporate Citizens 2013                      | No  | No  |
| CR's 100 Best Corporate Citizens 2014                      | No  | No  |
| CR's 100 Best Corporate Citizens 2015                      | No  | No  |
| CR's Black List 2010                                       | No  | No  |
| CR's Black List 2011                                       | No  | No  |
| CR's Black List 2012                                       | No  | No  |
| CSRwire member companies                                   | No  | No  |
| Darfur Involved by Investors Against Genocide              | No  | No  |
| Div50 2009   | No  | No  |
| Div50 2010   | No  | No  |
| Div50 2011   | Yes | No  |
| Div50 2012   | No  | No  |
| Div50 2013   | No  | No  |
| Div50 2014   | No  | No  |
| Div50 2015   | Yes | Yes |
| Diversity MBA Magazine Top 50 2010                         | No  | No  |
| Diversity, Inc. Top 50 2009                                | No  | No  |
| Diversity, Inc. Top 50 2010                                | No  | No  |
| Diversity, Inc. Top 50 2012                                | No  | No  |
| Diversity, Inc. Top 50 2013                                | No  | No  |
| Diversity, Inc. Top 50 2014                                | No  | No  |
| Diversity, Inc. Top 50 2015                                | No  | No  |
| DOD 2010 List of Top 100 Contractors                       | No  | No  |

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|---|-----|-----|
| iShares MSCI KLD 400 Social Index Fund                  | No  | No  |
| ISOS Group Sustainability Reporting Assessments         | No  | No  |
| IW Financial  | Yes | Yes |
| Johannesburg Stock Exchange                             | No  | No  |
| Karmayog 2009   | No  | No  |
| Karmayog 2010   | No  | No  |
| Know The Chain  | No  | No  |
| Latina Style 2008                                       | No  | No  |
| Latina Style 2009                                       | No  | No  |
| Latina Style 50 2010                                    | No  | No  |
| Latina Style 50 2011                                    | No  | No  |
| Latina Style 50 2013                                    | No  | No  |
| Latina Style 50 2014                                    | No  | No  |
| Marcellus Money   | No  | No  |
| Marcellus Shale   | No  | No  |
| Marine Stewardship Council Suppliers                    | Yes | Yes |
| Media Tenor   | Yes | No  |
| Mike Benard   | No  | No  |
| MSCI ESG CarbonMetrics                                  | Yes | Yes |
| MSCI ESG Controversies                                  | Yes | Yes |
| MSCI ESG GovernanceMetrics                              | Yes | Yes |
| MSCI ESG Intangible Value Assessment                    | Yes | Yes |
| NAEM Corporate Member                                   | No  | No  |
| NAFE Top 50-2010  | No  | No  |
| NAFE Top 50-2011  | No  | No  |
| NAFE Top 50-2012  | No  | No  |
| NAFE Top 50-2013  | No  | No  |
| NAFE Top 50-2014  | No  | No  |
| NAFE Top 50-2015  | No  | No  |
| NASDAQ OMX CRD Global Sustainability Index              | No  | No  |
| National Hispanic Corporate Council                     | No  | No  |
| National Rifle Association                              | No  | No  |
| Newsweek Top 100 Global Green Companies 2010            | No  | No  |
| Newsweek Top 500 Global Green Companies 2011            | Yes | No  |
| Newsweek Top 500 Global Green Companies 2012            | Yes | No  |
| Newsweek Top 500 Global Green Companies 2013            | Yes | Yes |
| Newsweek Top 500 Global Green Companies 2013            | Yes | Yes |
| Newsweek Top 500 Global Green Companies 2015            | Yes | Yes |
| Newsweek Top 500 Green Companies 2009                   | Yes | No  |
| Newsweek Top 500 Green Companies 2010                   | Yes | No  |
| Newsweek Top 500 Green Companies 2011                   | Yes | No  |
| Newsweek Top 500 Green Companies 2012                   | Yes | No  |
| Newsweek Top 500 Green Companies 2013                   | Yes | Yes |
| Newsweek Top 500 Green Companies 2015                   | Yes | Yes |
| Oceana's Red and Green List                             | No  | No  |
| Office of Foreign Assets Control (OFAC) On Burma        | No  | No  |
| Ohio Government Department of Natural Resources (ODNR)  | No  | No  |
| OMX GES Index   | No  | No  |
| Pakistan Institute of Corporate Governance              | No  | No  |
| Pennsylvania DOEP                                       | No  | No  |
| PERI  | No  | No  |
| Power Shares Global Coal ETF                            | No  | No  |
| PRNews CSR Awards 2010                                  | No  | No  |
| PRNews CSR Awards 2012                                  | No  | No  |
| PRNews CSR Awards 2013                                  | No  | No  |
| PRNews CSR Awards 2014                                  | No  | No  |
| PRNews CSR Awards 2015                                  | No  | No  |
| Protecting Florida's Investments Act (PFIA)             | No  | No  |
| Raporty Społeczne 2009                                  | No  | No  |
| Raporty Społeczne 2010                                  | No  | No  |
| Raporty Społeczne 2011                                  | No  | No  |
| Raporty Społeczne 2012                                  | No  | No  |
| Raporty Społeczne 2013                                  | No  | No  |
| Raporty Społeczne 2014                                  | No  | No  |
| ReportWatch   | Yes | Yes |
| RepRisk ESG Business Intelligence                       | Yes | Yes |
| Reputation Quotient                                     | Yes | Yes |
| SA 8000   | No  | No  |
| SASB Industry Group Members                             | Yes | No  |
| SEC Options Backdating list                             | No  | No  |
| SIPRI--Stockholm International Peace Research Institute | No  | No  |
| Source Watch Carbon                                     | No  | No  |
| SRI-Connect   | Yes | Yes |
| Sudan Involved - Jewish World Watch                     | No  | No  |
| SustainabilityServices                                  | No  | No  |
| SustainabilityServices 2011                             | No  | No  |
| SustainabilityServices 2012                             | No  | No  |
| SustainabilityServices 2013                             | No  | No  |
| SustainabilityServices 2014                             | No  | No  |



| Total Sources                                   | 451 |     |
|---|-----|-----|
| DOD 2012 List of Top 100 Contractors            | No  | No  |
| Dow Jones Sustainability Index Asia             | No  | No  |
| Dow Jones Sustainability Index Australia        | No  | No  |
| Dow Jones Sustainability Index Emerging Markets | No  | No  |
| Dow Jones Sustainability Index Europe           | No  | No  |
| Dow Jones Sustainability Index Global           | No  | No  |
| Dow Jones Sustainability Index Korea            | No  | No  |
| Dow Jones Sustainability Index North America    | No  | No  |
| EDF Climate Corps 2011                          | No  | No  |
| EDF Climate Corps 2012                          | Yes | No  |
| EDF Climate Corps 2013                          | No  | No  |
| EDF Climate Corps 2014                          | No  | No  |
| EDF Climate Corps 2015                          | Yes | Yes |
| EDF Climate Corps Past Participants             | No  | No  |
| EIA Nuclear List                                | No  | No  |
| EIRIS   | Yes | Yes |
| Ekobai B2B Directory                            | Yes | No  |
| Electronic Industry Citizenship Coalition       | No  | No  |
| EMAS  | No  | No  |
| Environmental Investment Organisation           | Yes | Yes |
| EPA Climate Leaders                             | No  | No  |
| EPA e-GGRT 2010                                 | No  | No  |
| EPA e-GGRT 2011                                 | No  | No  |
| EPA e-GGRT 2012                                 | No  | No  |
| EPA e-GGRT 2013                                 | No  | No  |
| EPA e-GGRT 2014                                 | No  | No  |
| EPA Transport Data                              | No  | No  |
| EPEAT   | No  | No  |
| Equal Opportunity 2009                          | No  | No  |
| Equal Opportunity 2010                          | Yes | No  |
| Equal Opportunity 2011                          | No  | No  |
| Equal Opportunity 2014                          | Yes | No  |
| Equal Opportunity 2015                          | Yes | Yes |
| Equator Principles                              | No  | No  |
| ET Global Index                                 | Yes | Yes |
| Ethical Consumer Boycotts List                  | No  | No  |
| Ethisphere 2011                                 | Yes | No  |
| Ethisphere 2012                                 | No  | No  |
| Ethisphere 2013                                 | No  | No  |
| Ethisphere 2014                                 | Yes | Yes |
| Ethisphere 2015                                 | Yes | Yes |
| Ethisphere 2016                                 | No  | No  |
| EuroNext Vigeo Indices Emerging 70              | No  | No  |
| Fair Labor Association                          | No  | No  |
| FCPA Corporate Investigations                   | No  | No  |
| Forest Stewardship Council                      | No  | No  |
| Forestdisclosure                                | No  | No  |
| Fortune 100 Best Companies 2009                 | Yes | No  |
| Fortune 100 Best Companies 2010                 | Yes | No  |
| Fortune 100 Best Companies 2011                 | Yes | No  |
| Fortune 100 Best Companies 2012                 | Yes | No  |
| Fortune 100 Best Companies 2013                 | Yes | No  |
| Fortune 100 Best Companies 2014                 | Yes | Yes |
| Fortune 100 Best Companies 2015                 | Yes | Yes |
| Fortune 1000 list of top companies--2008        | Yes | No  |
| Fortune 1000 list of top companies--2009        | No  | No  |
| Fortune 1000 list of top companies--2010        | No  | No  |
| Fortune 1000 list of top companies--2015        | No  | No  |
| Fortune 500 list of top companies--2011         | No  | No  |
| Fortune 500 list of top companies--2012         | No  | No  |
| Fortune 500 list of top companies--2013         | No  | No  |
| Fortune 500 list of top companies--2014         | No  | No  |
| Fortune 500 list of top companies--2015         | No  | No  |
| Fossil Free Index--The Carbon Underground       | No  | No  |
| FracFocus                                       | No  | No  |
| FracFocus.ca                                    | No  | No  |
| FracTracker                                     | No  | No  |
| FTSE Environmental Markets Index                | No  | No  |
| FTSE list of 250 top UK companies               | No  | No  |
| FTSE4Good                                       | No  | No  |
| Glassdoor                                       | Yes | Yes |
| Glassdoor 50 Highest Rated CEOs 2013            | Yes | No  |
| Glassdoor 50 Highest Rated CEOs 2014            | Yes | Yes |
| Glassdoor 50 Highest Rated CEOs 2015            | Yes | Yes |
| Glassdoor.com Top 50 Best Places To Work 2010   | Yes | No  |
| Glassdoor.com Top 50 Best Places To Work 2011   | Yes | No  |
| Glassdoor.com Top 50 Best Places To Work 2012   | Yes | No  |
| Glassdoor.com Top 50 Best Places To Work 2013   | Yes | No  |
| Glassdoor.com Top 50 Best Places To Work 2014   | Yes | No  |

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| Sustainable Apparel Coalition                            | No  | No  |
| Sustainable Packaging Coalition                          | No  | No  |
| Swiss PRTR   | No  | No  |
| Target Rock Advisors                                     | No  | No  |
| Tea Party Patriots Boycott List                          | No  | No  |
| The Center for Political Accountability 2011             | Yes | Yes |
| The CSRI 50--2008  | Yes | No  |
| The CSRI 50--2009  | Yes | No  |
| The CSRI 50--2010  | Yes | No  |
| The CSRI 50--2011  | Yes | No  |
| The Sustainability Consortium member                     | No  | No  |
| Thomson ESG Index Europe (ESGEU)                         | No  | No  |
| Thomson ESG Index International (ESGIN)                  | No  | No  |
| Thomson ESG Index US (ESGUS)                             | No  | No  |
| Top 100 Diversity Supplier Programs for Hispanics        | No  | No  |
| Top 100 Military Friendly Employers 2010                 | No  | No  |
| Top 100 Military Friendly Employers 2012                 | No  | No  |
| Top 100 Military Friendly Employers 2013                 | No  | No  |
| Top 100 Military Friendly Employers 2014                 | No  | No  |
| Top 100 Military Friendly Employers 2015                 | No  | No  |
| Top 50 Socially Responsible 2010                         | No  | No  |
| Top 50 Socially Responsible 2012                         | No  | No  |
| Top 50 Socially Responsible 2013                         | No  | No  |
| Top 50 Socially Responsible 2014                         | No  | No  |
| Top 50 Socially Responsible 2015                         | No  | No  |
| Top Diversity Employers for Hispanics 2010               | No  | No  |
| Top Diversity Employers for Hispanics 2013               | No  | No  |
| Top Diversity Employers for Hispanics 2014               | No  | No  |
| Training Magazine Top 125 for Employee Development--2010 | No  | No  |
| Training Magazine Top 125 for Employee Development--2011 | No  | No  |
| Training Magazine Top 125 for Employee Development--2012 | No  | No  |
| Training Magazine Top 125 for Employee Development--2013 | No  | No  |
| Training Magazine Top 125 for Employee Development--2014 | No  | No  |
| Training Magazine Top 125 for Employee Development--2015 | No  | No  |
| Transparency International                               | Yes | No  |
| Trucost  | Yes | Yes |
| U.S. Energy Information Administration Coal Producers    | No  | No  |
| UN Global Compact 2009                                   | No  | No  |
| UN Global Compact 2010                                   | No  | No  |
| UN Global Compact 2011                                   | No  | No  |
| UN Global Compact 2012                                   | No  | No  |
| UN Global Compact 2013                                   | No  | No  |
| UN Global Compact 2014                                   | No  | No  |
| UN Global Compact 2015                                   | No  | No  |
| UN Office on Drugs and Crime Anti-Corruption Measures    | No  | No  |
| Understanding Animal Research                            | No  | No  |
| United Against Nuclear Iran                              | No  | No  |
| United States Climate Action Partnership                 | No  | No  |
| Universum Nordic Most Attractive Employers 2014          | Yes | Yes |
| Universum Nordic Most Attractive Employers 2015          | Yes | Yes |
| Van Eck Global Coal                                      | No  | No  |
| Vigeo  | Yes | Yes |
| WEConnect International                                  | No  | No  |
| WeGreen  | Yes | No  |
| Western Australia Hydraulic Fracture Stimulation         | No  | No  |
| WikiPositive.org Companies                               | Yes | Yes |
| Women's Business Enterprise National Council (WBENC)     | Yes | Yes |
| Working Mother List 2008                                 | No  | No  |
| Working Mother List 2009                                 | No  | No  |
| Working Mother List 2010                                 | No  | No  |
| Working Mother List 2011                                 | No  | No  |
| Working Mother List 2012                                 | No  | No  |
| Working Mother List 2013                                 | No  | No  |
| Working Mother List 2014                                 | No  | No  |
| Working Mother List 2015                                 | No  | No  |
| Working Multicultural Women 2009                         | No  | No  |
| Working Multicultural Women 2010                         | No  | No  |
| Working Multicultural Women 2011                         | No  | No  |
| Working Multicultural Women 2012                         | No  | No  |
| Working Multicultural Women 2013                         | No  | No  |
| Working Multicultural Women 2014                         | No  | No  |
| Working Multicultural Women 2015                         | No  | No  |
| World Business Council for Sustainable Development       | No  | No  |
| World Coal Association Members                           | No  | No  |
| World Economic Forum Members                             | Yes | Yes |
| Yahoo Coal   | No  | No  |

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|---|-----|-----|
| <b>Total Sources</b>                          | 451 |     |
| Glassdoor.com Top 50 Best Places To Work 2015 | Yes | Yes |
| Glassdoor.com Top 50 Best Places To Work 2016 | Yes | Yes |