HOW TO USE THIS BUYER'S GUIDE

EACH BUSINESS/BRAND IS ASSIGNED ONE OF THREE COLORS BASED ON ITS SCORE IN OUR REPORT: GREEN, YELLOW OR RED.

FILLING UP THE TANK

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BP Arco Castrol Chevron Caltex Texaco	100	GREEN (80-100): Businesses/brands with one of our higher scores. Consumers should make every effort to support these companies. Human Rights Campaign National Corporate Partners. The support of these businesses is directly tied to the Human Rights Campaign's
Shell Oil	100	success in ensuring equality for lesbian, gay, bisexual and transgender Americans. All HRC National Corporate Partners are required to maintain a CEI score of 85 or above.
ConocoPhillips 78 Conoco Phillips 66	70	YELLOW (46-79): Businesses/brands that have taken steps toward a fair-minded workplace, but where there is still progress to be made.
Exxon Mobil Esso Exxon Mobil	· O	RED (0-45): Businesses/brands that have more work to do in furthering equality. If possible, consumers should make the choice to support a more fair-minded company.
Sunoco Valero Energy Diamond Shamrock Stop N Go Ultramar	?	RED (?): Businesses/brands that have not responded to the survey despite repeated attempts and whose policies are unclear.

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