

2008 NET IMPACT COMPANY RANKINGS



NET IMPACT MAGNIFY YOUR **IMPACT**

A comparison of more than 250 companies highlighting achievements in corporate social and environmental responsibility across six categories

2008 Net Impact Company Rankings Featured Lists

Fortune: 20 Most Admired Companies - For the 20 most admired companies overall, Fortune's survey asked businesspeople to vote for the companies that they admired most, from any industry.

CRO: 100 Best Corporate Citizens - The companies on this list encompass U.S. firms in the Russell 1000, the S&P 500, and the Domini 400 Social Index. These firms are ranked on performance in eight stakeholder categories: shareholders, community, governance, diversity, employees, environment, human rights, and product.

Fortune: 100 Best Companies to Work For - To find the 100 best companies to work for, Fortune evaluated the policies and culture of each company, as well as the opinions of the company's own employees.

Ethisphere: World's Most Ethical Companies - Over 5,000 companies across 30 separate industries were measured in a eight-step process and then scored against the following ethical leadership criteria: citizenship, industry leadership, internal systems, legal & regulatory, executive leadership, innovation, perception & reputation, and governance transparency.

Calvert Social Index - Calvert constructs their index by taking the 1,000 largest companies in the U.S., and then performing a social audit on each company in the following areas: products, environment, workplace, and integrity.

Domini 400 Social Index - This index is a market capitalization-weighted common stock index. It monitors the performance of 400 U.S. corporations that pass multiple, broad-based social screens. *Many thanks to the KLD Index Team for helping us include this important list in our Company Rankings.*

Methodology

The companies on this list all appeared in at least one of the following four rankings: Ethisphere's World's Most Ethical Companies; Fortune's 100 Best Companies to Work for; Fortune's 20 Most Admired Companies; and CRO's 100 Best Corporate Citizens. These companies were then cross-referenced with the Calvert Social Index and Domini 400 Social Index.

Legend

Appears on all 6 lists

Appears on 5 out of 6 lists

Appears on 4 out of 6 lists

of lists increased by 2 or more



	Fortune 20 Most Admired Companies	CRO 100 Best Corporate Citizens	Fortune 100 Best Companies to Work for	Ethisphere World's Most Ethical Companies	Calvert Social Index	Domini 400 Social Index	Total 2008	2008-2007 Comparison
3M Co.	19				x	x	3	-
Accenture Ltd.				x			1	-
Accor				x			1	-
Aetna Inc.		23					1	-
Aflac Inc.			30	x	x	x	4	-
Agilent Technologies Inc.		40			x		2	-
Alcoa Inc.				x			1	-
Alcon Laboratories Inc.			60				1	-
Alexander & Baldwin Inc.		97			x		2	-
Allegheny Energy Inc.		26			x		2	-
Alliant Techsystems Inc.		85					1	-
Allianz				x			1	-
Alston & Bird LLP			31				1	-
American Century Investments			22				1	-
American Electric Power Co. Inc.		69					1	+1
American Express Co.	13		62	x	x	x	5	+1
American Fidelity Assurance Co.			24				1	-
Apple Inc.	1				x	x	3	-
Applied Materials Inc.		38			x	x	3	-
Arkansas Children's Hospital			76				1	+1
Arnold & Porter LLP			19				1	-
AstraZeneca Pharmaceuticals LP			83				1	-
Avalonbay Communities Inc.		73					1	+1
Avaya Inc.				x			1	-
Aveda Corp.				x			1	+1
Avon Products Inc.		98			x	x	3	-
Bank of America Corp.		8			x		2	-
Baptist Health South Florida			94				1	-
Baxter International Inc.		24				x	2	-1
Becton Dickinson (BD) and Co.				x	x	x	3	+1
Berkshire Hathaway Inc.	2						1	-
Bingham McCutchen LLP			41				1	-

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Black & Decker Corp.		60			x		2	+2
Booz Allen Hamilton Inc.			81				1	-
Boston Consulting Group			11				1	-
Bright Horizons Family Solutions Inc.			89			x	2	-2
Bunge Ltd.		59					1	+1
Burlington Northern Santa Fe Corp.		25					1	+1
Camden Property Trust			50				1	+1
CarMax Inc.			46		x	x	3	+1
Caterpillar Inc.				x			1	-1
CH2M HILL			54				1	+1
Chesapeake Energy			61		x		2	+2
Children's Healthcare of Atlanta			45				1	-
Cisco Systems Inc.	18	14	6	x	x	x	6	+1
Citigroup		63					1	-
Colgate-Palmolive Co.		48			x	x	3	-
Constellation Energy Group Intl.		55					1	+1
Cooper Industries Ltd.		92			x		2	+2
Corning Inc.		6			x		2	+2
Corrections Corporation Of America		66					1	+1
Costco Wholesale Corp.	14*				x	x	3	-
Cummins Inc.		62		x	x	x	4	+1
Cypress Semiconductor Corp.		86			x		2	+2
David Evans & Associates			73				1	+1
David Weekley Homes			17				1	-
Deere & Co.		4		x	x	x	4	-
Deloitte & Touche USA LLP			95				1	-
Devon Energy			48				1	+1
Dole Food Co.				x			1	+1
Dominion Resources Inc.		11					1	+1
Duke Energy Corp.				x			1	-
Eastman Kodak Co.		64			x		2	-
Eaton Corp.		2		x	x		3	+2
eBay Inc.			68		x	x	3	+1

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Ecolab Inc.				x	x	x	3	-1
Edison International		84					1	+1
Edward Jones			4				1	-
Entergy Corp.		17					1	+1
EOG Resources Inc.			64		x	x	3	-
Erickson Retirement Communities			93				1	+1
Ernst & Young LLP			57				1	-
Exelon Corp.		32					1	+1
FactSet Research Systems			52		x		2	+2
Fairchild Semiconductor International Inc.		54			x		2	+2
FedEx Corp.	7		97		x	x	4	+1
FirstEnergy Corp.		45					1	+1
Flint Hills				x			1	+1
Fluor Corp.				x			1	-
Ford Motor Co.		36					1	+1
Four Seasons Hotel Inc.			88				1	-
FPL Group Inc.		27		x			2	+1
Freddie Mac		96			x		2	-1
Freeport-McMoran Copper & Gold Inc.		52					1	+1
Freescale Semiconductors				x			1	+1
Fresenius Medical Care				x			1	+1
Gap Inc.		61		x	x	x	4	-
Genentech Inc.		5	5				2	+1
General Electric Co.	3	90		x			3	+1
General Mills Inc.		94	69	x	x	x	5	+2
General Motors Corp.		57					1	+1
Genzyme Corp.				x	x	x	3	-1
Gilead Sciences Inc.		77			x		2	+2
Goodyear Tire & Rubber Co.		72					1	+1
Google Inc.	4		1	x	x		4	-
Granite Construction Inc.			74			x	2	-
Griffin Hospital			49				1	-
Guess? Inc.		71					1	+1
Healthways			80		x		2	+2

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Henkel AG				x			1	+1
Herman Miller			96		x	x	3	-
Hess Corp.		76					1	+1
Honeywell Intl.				x			1	+1
HSBC Holdings plc				x			1	-1
Humana Inc.		7					1	+1
IBM Corp.		21			x		2	-1
IKEA North America				x			1	-1
Integrus Energy Group Inc.		78			x		2	+2
Intel Corp.		1			x	x	3	-1
International Paper				x			1	-
Intersil Corp.		43			x		2	+2
Intuit Inc.			43		x		2	-
ITT Corp.		9					1	+1
J.P. Morgan Chase & Co.		46			x	x	3	+1
JM Family Enterprises Inc.			23				1	-
Johnson & Johnson	9				x	x	3	-
Johnson Controls Inc.				x		x	2	-
Johnson Financial Group			37				1	+1
Jones Lang LaSalle				x	x		2	-
Kao				x			1	-
Kellogg Co.				x	x		2	-1
Kimley-Horn & Assoc.			38				1	-
King's Daughters Medical Center			63				1	+1
Kiplinger				x			1	-
KPMG			71				1	-
Kraft Foods Inc.		91					1	+1
Lehigh Valley Hosp. & Health Ntwrk.			85				1	-
Lockheed Martin Corp.		39					1	+1
Manpower				x	x		2	+2
Marathon Oil Corp.		28					1	+1
Marks & Spencer				x			1	-
Marriott International			72	x			2	+1
Mattel Inc.			70		x	x	3	-

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Mayo Clinic			59				1	-
McDonald's Corp.				x		x	2	-
McKesson Corp.		67			x		2	+2
Merrill Lynch & Co. Inc.		89					1	+1
Methodist Hospital Sys.			10				1	-
Microsoft Corp.	16		86		x	x	4	-1
Milliken & Co.			92	x			2	-
Monsanto Co.		88					1	+1
Morgan Stanley		93					1	+1
Motorola Inc.		51			x		2	-1
National Instruments Corp.			79				1	-
Navy Federal Credit Union			78				1	+1
Network Appliance Inc.			14		x	x	3	-
Nike Inc.		3	82	x	x	x	5	-
Nippon Yusen Kalsha				x			1	+1
Nixon Peabody			66				1	-
Noblis Inc.				x			1	+1
Nordstrom Inc.	20		36		x	x	4	-
Norfolk Southern Corp.		18					1	+1
Novartis				x			1	-
Novo Nordisk				x			1	-
Novozymes				x			1	+1
Nugget Markets			12				1	-
NYSE Euronext				x	x		2	+2
Office Depot Inc.		68			x	x	3	-
OhioHealth			18				1	-
Oracle Corp.				x			1	+1
Patagonia				x			1	-
Paychex Inc.			51	x	x	x	4	-
PCL Construction			77				1	-
Pearson				x			1	+1
PepsiCo Inc.		22		x	x		3	-
Perkins Coie			55				1	-
Petro-Canada				x			1	+1

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PG& E Corp.		10					1	+1
Phillips-Van Heusen Corp.		47			x		2	+2
Pitney Bowes Inc.				x	x	x	3	-1
PNC Financial Services Group		37			x		2	+2
PPL Corp.		56					1	+1
Precious Woods Group				x			1	+1
Premier				x			1	+1
PricewaterhouseCoopers			90				1	-
Principal Financial Group Inc.			21	x	x	x	4	+1
Procter & Gamble Co.	8				x	x	3	-1
Progress Energy Inc.		16					1	+1
Public Service Enterprise Group		20					1	+1
Publix Supermarkets			91				1	-
Qualcomm Inc.			8		x	x	3	-
Quicken Loans Inc.			2				1	-
QuikTrip Corp.			28				1	-
Rabobank Group				x			1	-
Rackspace Managed Hosting			32				1	+1
Raytheon Co.		33					1	+1
Recreational Equipment (REI)			34				1	-
Reliant Energy Inc.		79					1	+1
Rio Tinto Group				x			1	+1
Robert W. Baird & Co. Inc.			39				1	-
Rockwell Automation				x			1	+1
Royal Phillips Electronics				x			1	-
Russell Investment Group			65				1	-
S.C. Johnson & Son Inc.			27	x			2	+1
Safeway Inc.		44					1	+1
Salesforce.com Inc.				x	x	x	3	-1
SAS Institute Inc.			29				1	-
SBA Communications Corp.		80			x		2	+2
Science Applications International Corp.				x			1	+1
Scottrade			58				1	+1
Scripps Health			56		x		2	+2

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Seagate Technology LLC		53			x		2	+2
Shared Technologies			25				1	+1
Sherwin-Williams			98				1	+1
Southern Co.		31			x		2	+2
Southern Ohio Medical Center			75				1	+1
Southwest Airlines Co.	12				x	x	3	-
SPX Corp.		100					1	+1
SRA International			99				1	-
Standard Chartered Bank				x			1	-
Stanley			84		x		2	-1
Staples Inc.		30			x		2	+2
Starbucks Coffee Co.	6	35	7	x	x	x	6	+1
State Street Corp.		12			x	x	3	-
Station Casinos			33				1	-
Statkraft				x			1	+1
Stericycle Inc.		65					1	+1
Stew Leonard's			26				1	-
Stonyfield Farm				x			1	+1
Stora Enso				x			1	+1
Sun Microsystems Inc.		19		x	x	x	4	-
Sunoco Inc.		41					1	+1
Svenska Cellulosa				x			1	+1
Symantec Corp.				x	x		2	+2
Target Corp.	11	42		x	x	x	5	+1
TDIndustries			35				1	-
Temple-Inland Inc.		74					1	+1
Ten Thousand Villages				x			1	+1
Texas Instruments Inc.			100	x	x	x	4	-1
The Aerospace Corp.				x			1	+1
The BMW Group	14*			x			2	+1
The Coca-Cola Company		95				x	2	+1
The Container Store Inc.			20				1	-
The Dow Chemical Co.		13					1	-
The Goldman Sachs Group Inc.	10	34	9		x		4	+2

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The Hartford Financial Group				x			1	+1
The J.M. Smucker Co.			47			x	2	-
The MITRE Corp.			42				1	-
TiDany & Co.		49					1	+1
Time Warner				x	x	x	3	-
Toyota Industries	5						1	-
Trader Joe's				x			1	+1
Umpqua Holdings Corp.			13		x		2	-
Unilever				x			1	-
Union Pacific Corp.		58					1	+1
United Parcel Service Inc.	17			x	x	x	4	-
Valero Energy			67				1	-
Verizon Communications		81				x	2	+1
Vision Service Plan			53				1	-
W.L. Gore & Associates			15				1	-
Walt Disney		50				x	2	-
Waste Management Inc.		75		x			2	+2
Wegmans Food Markets			3				1	-1
Westpac Banking Corp.				x			1	+1
Weyerhaeuser Co.		83			x		2	+2
Whirlpool Corp.				x	x		2	+2
Whole Foods Market Inc.			16		x		2	-3
Wisconsin Energy Corp.		15		x			2	+2
Worjup			40			x	2	+2
Wyeth		99					1	+1
Xcel Energy Inc.		29					1	+1
Xerox Corp.				x	x	x	3	-2
Xilinx Inc.		70			x	x	3	-
Yahoo! Inc.			87		x		2	-