

Northwestern Mutual Receives Fourth Consecutive Perfect Score on Human Rights Campaign's Corporate Equality Index

Human Rights Campaign recognizes company as one of the best workplaces for LGBT Equality

MILWAUKEE, Nov. 14, 2017 /PRNewswire/ -- In the recently released 2018 Corporate Equality Index (CEI) survey, [Northwestern Mutual](#) earned a perfect score of 100 percent for the fourth consecutive year. The Corporate Equality Index, a national benchmarking survey administered by the Human Rights Campaign (HRC) Foundation, reports on corporate policies and practices related to LGBT workplace equality. Northwestern Mutual is among a record-breaking 609 major U.S. companies that also earned top scores this year.

"Diversity challenges us to grow as individuals and as an organization. Through that growth we make better decisions that will help drive our success," said Tom Guay, Northwestern Mutual vice president and executive sponsor of the company's LGBT Employee Resource Group. "We're honored to once again be recognized for our commitment to building an open and inclusive environment where everyone is valued for their contributions."

Northwestern Mutual's perfect score earns the company the designation of a Best Place to Work for LGBT Equality. This year's report rated nearly 1,000 businesses, evaluating LGBT-related policies and practices including workplace protections, spousal and partner benefits, transgender-inclusive health care benefits, competency training, resources and accountability measures and public engagement with the LGBT community.

Key findings of the 2018 CEI include:

- 947 businesses were officially rated;
- 609 companies earned a perfect 100 points, up from 517 in the 2017 report;
- Gender identity is now part of non-discrimination policies at 83 percent of Fortune 500 companies, up from just 3 percent in 2002;
- 459 major employers have adopted supportive inclusion guidelines for transgender workers who are transitioning;
- 137 Fortune 500 companies were given unofficial scores based on publicly available information;
- 65 new businesses opted into the survey;
- 91 percent of Fortune 500 companies include *sexual orientation* in their nondiscrimination policies and 83 percent include *gender identity*. Over half of Fortune 500 companies offer transgender-inclusive healthcare benefits.

For more information on the 2018 Corporate Equality Index, or to download a free copy of the report, visit www.hrc.org/cei.

About Human Rights Campaign Foundation

The [Human Rights Campaign Foundation](#) is the educational arm of America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual transgender and queer people. HRC envisions a world where LGBTQ people are embraced as full members of society at home, at work and in every community.

About Northwestern Mutual

[Northwestern Mutual](#) has been helping families and businesses achieve financial security for 160 years. Through a distinctive, whole-picture planning approach including both insurance and investments, we empower people to be financially confident so they can live life differently. We combine the expertise of our financial professionals with a personalized digital experience to help our clients navigate their financial lives every day. With \$250.4 billion in assets, \$28.2 billion in revenues, and more than \$1.6 trillion worth of life insurance protection in force, Northwestern Mutual delivers financial security to more than 4.4 million people who rely on us for life, disability income and long-term care insurance, annuities, brokerage and advisory services, trust services, and discretionary portfolio management solutions. The company holds more than \$100 billion of client assets as a part of its wealth management company and investment services. Northwestern Mutual ranks 97 on the 2017 FORTUNE 500 and is recognized by FORTUNE® as one of the "World's Most Admired" life insurance companies in 2017.

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annuities, life insurance with long-term care benefits, investment products, and advisory products and services. Subsidiaries include **Northwestern Mutual Investment Services, LLC** (NMIS) (securities), broker-dealer, registered investment adviser, member FINRA and SIPC; the Northwestern Mutual Wealth Management Company® (NMWMC) (fiduciary and fee-based financial planning services), federal savings bank; and Northwestern Long Term Care Insurance Company (NLTC) (long-term care insurance).

SOURCE Northwestern Mutual

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