

# CRO's 100 Best Corporate Citizens 2009

| Rank | Company                   | Weighting | TICKER | CRO WEIGHTED AVERAGE SCORE | ENVIRONMENT | CLIMATE CHANGE | HUMAN RIGHTS | PHILANTHROPY | EMPLOYEE RELATIONS | FINANCIAL | GOVERNANCE | INDUSTRY SUB GROUP                                |
|------|---------------------------|-----------|--------|----------------------------|-------------|----------------|--------------|--------------|--------------------|-----------|------------|---|
|      |                           |           |        |                            | 19.50%      | 16.50%         | 16.00%       | 9.00%        | 19.50%             | 12.50%    | 7.00%      |   |
| 1    | Bristol Myers-Squibb      |           | BMJ    | 50.45                      | 49          | 13             | 22           | 22           | 74                 | 150       | 1          | Pharmaceuticals                                   |
| 2    | General Mills, Inc.       |           | GIS    | 51.085                     | 98          | 63             | 13           | 83           | 3                  | 91        | 1          | Retail - Food                                     |
| 3    | IBM Corp.                 |           | IBM    | 51.685                     | 10          | 19             | 22           | 3            | 11                 | 187       | 247        | Computer Hardware                                 |
| 4    | Merck & Co., Inc.         |           | MRK    | 54.12                      | 55          | 24             | 22           | 17           | 17                 | 248       | 1          | Pharmaceuticals                                   |
| 5    | HP Co., L.P.              |           | HPQ    | 55.385                     | 1           | 8              | 4            | 351          | 51                 | 93        | 1          | Computer Hardware                                 |
| 6    | Cisco Systems, Inc.       |           | CSCO   | 62.02                      | 19          | 7              | 8            | 155          | 23                 | 299       | 1          | Computer Hardware                                 |
| 7    | Mattel, Inc.              |           | MAT    | 62.95                      | 75          | 88             | 33           | 8            | 48                 | 147       | 1          | Leisure Products                                  |
| 8    | Abbott Laboratories       |           | ABT    | 63.83                      | 18          | 10             | 89           | 246          | 71                 | 67        | 1          | Pharmaceutical Manufacture and Sale               |
| 9    | Kimberly-Clark Corp.      |           | KMB    | 66.34                      | 39          | 5              | 41           | 20           | 64                 | 296       | 1          | Personal Care Products Manufacturing              |
| 10   | Entergy Corp.             |           | ETR    | 69.735                     | 48          | 30             | 41           | 194          | 103                | 90        | 1          | Utilities - Electric                              |
| 11   | Exxon Mobil Corp.         |           | XOM    | 81.87                      | 96          | 144            | 51           | 142          | 59                 | 55        | 1          | Oil & Gas - Integrated                            |
| 12   | Wisconsin Energy Corp.    |           | WEC    | 81.9                       | 23          | 185            | 99           | 78           | 28                 | 148       | 1          | Utilities - Electric                              |
| 13   | Intel Corp.               |           | INTC   | 82.13                      | 4           | 16             | 7            | 5            | 1                  | 615       | 1          | Electrical Components & Equipments                |
| 14   | Procter & Gamble Co.      |           | PG     | 82.405                     | 20          | 51             | 41           | 150          | 57                 | 173       | 247        | Personal Care Products Manufacturing              |
| 15   | Hess Corp.                |           | HES    | 83.33                      | 27          | 2              | 1            | 196          | 35                 | 76        | 623        | Oil & Gas - Integrated                            |
| 16   | Xerox Corp.               |           | XRX    | 88.26                      | 9           | 26             | 33           | 10           | 12                 | 589       | 1          | Computer Manufacture                              |
| 17   | 3M Co.                    |           | MMM    | 90.325                     | 8           | 18             | 10           | 48           | 53                 | 418       | 247        | Industrials - Diversified                         |
| 18   | Avon Products, Inc.       |           | AVP    | 93.64                      | 86          | 107            | 89           | 4            | 6                  | 347       | 1          | Personal Hygiene & Beauty Care Products           |
| 19   | Baxter International Inc. |           | BAX    | 95.795                     | 13          | 4              | 61           | 154          | 5                  | 49        | 884        | Healthcare - Supplies                             |
| 20   | Monsanto Co.              |           | MON    | 96.595                     | 34          | 198            | 20           | 59           | 120                | 11        | 343        | Chemicals   |
| 21   | State Street Corp.        |           | STT    | 102.79                     | 33          | 66             | 51           | 40           | 93                 | 444       | 1          | Banks   |
| 22   | Johnson Controls Inc      |           | JCI    | 106.04                     | 2           | 1              | 1            | 221          | 40                 | 429       | 343        | Automobile Parts and Accessories Manufacture      |
| 23   | Symantec Corp.            |           | SYMC   | 106.28                     | 31          | 85             | 41           | 34           | 86                 | 478       | 1          | Computer Software Development                     |
| 24   | Gap, Inc.                 |           | GPS    | 107.965                    | 78          | 171            | 3            | 49           | 19                 | 447       | 1          | Retail - Speciality Stores                        |
| 25   | Duke Energy Corp.         |           | DUK    | 108.6                      | 81          | 117            | 301          | 19           | 8                  | 176       | 1          | Energy & Utilities                                |
| 26   | Nike, Inc.                |           | NKE    | 113.475                    | 35          | 169            | 51           | 226          | 105                | 100       | 247        | Footwear  |
| 27   | Sonoco Products Co.       |           | SON    | 113.495                    | 26          | 176            | 22           | 92           | 10                 | 333       | 343        | Paper Products Manufacture                        |
| 28   | PG&E Corp.                |           | PCG    | 114.005                    | 51          | 36             | 113          | 231          | 199                | 163       | 1          | Utilities - Electric                              |
| 29   | Chevron Corp.             |           | CVX    | 121.81                     | 82          | 108            | 78           | 349          | 68                 | 62        | 330        | Oil & Gas - Integrated                            |
| 30   | H.J. Heinz Co.            |           | HNZ    | 123.745                    | 110         | 96             | 28           | 362          | 56                 | 123       | 330        | Seasoning and Dressing Manufacturing              |
| 31   | Eaton Corp.               |           | ETN    | 132.45                     | 36          | 14             | 137          | 1            | 130                | 414       | 343        | Industrials - Diversified                         |
| 32   | Verizon Communications    |           | VZ     | 135.765                    | 136         | 81             | 372          | 9            | 114                | 106       | 1          | Telecommunications - Fixed Line                   |
| 33   | Yum! Brands Inc.          |           | YUM    | 137.385                    | 140         | 277            | 61           | 230          | 130                | 68        | 1          | Fast Food and Quickservice Restaurants            |
| 34   | Dell Inc.                 |           | DELL   | 140.325                    | 43          | 40             | 10           | 60           | 15                 | 785       | 247        | Computer Manufacture                              |
| 35   | Citigroup Inc             |           | C      | 141.02                     | 16          | 33             | 51           | 14           | 62                 | 887       | 1          | Finance - Diversified                             |
| 36   | Schering-Plough Corp.     |           | SGP    | 141.81                     | 46          | 11             | 372          | 292          | 29                 | 316       | 1          | Pharmaceutical Manufacture and Sale               |
| 37   | Weyerhaeuser Co.          |           | WY     | 144.115                    | 135         | 3              | 15           | 16           | 26                 | 675       | 343        | Forestry & Forest Products                        |
| 38   | Sara Lee Corp.            |           | SLE    | 144.545                    | 69          | 57             | 10           | 124          | 143                | 510       | 247        | Bakeries  |
| 39   | Newmont Mining Corp.      |           | NEM    | 145.065                    | 38          | 67             | 61           | 362          | 92                 | 530       | 1          | Metal Ore Mining                                  |
| 40   | Hormel Foods Corp.        |           | HRL    | 146.69                     | 94          | 198            | 224          | 110          | 84                 | 268       | 1          | Meat Products Manufacture                         |
| 41   | Motorola, Inc.            |           | MOT    | 151.005                    | 5           | 15             | 33           | 73           | 47                 | 874       | 247        | Telecommunications - Integrated                   |
| 42   | Kohl's Corp.              |           | KSS    | 155.65                     | 146         | 93             | 22           | 362          | 172                | 337       | 1          | Clothing Stores                                   |
| 43   | Oracle Corp.              |           | ORCL   | 158.745                    | 53          | 270            | 224          | 163          | 229                | 69        | 1          | Computer Software Development                     |
| 44   | ConocoPhillips            |           | COP    | 158.855                    | 137         | 87             | 137          | 297          | 50                 | 283       | 343        | Convenience Stores                                |
| 45   | Northern Trust Corp.      |           | NTRS   | 158.995                    | 200         | 206            | 89           | 6            | 7                  | 210       | 623        | Banks and Credit Unions                           |
| 46   | AMD Inc.                  |           | AMD    | 160.805                    | 22          | 21             | 15           | 362          | 25                 | 905       | 1          | Electronic Components & Semiconductor Manufacture |
| 47   | Microsoft Corp.           |           | MSFT   | 161.525                    | 97          | 68             | 61           | 356          | 90                 | 438       | 247        | Computer Software Development                     |
| 48   | EMC Corp.                 |           | EMC    | 162.79                     | 121         | 29             | 99           | 362          | 89                 | 357       | 343        | Computer Hardware                                 |
| 49   | Dow Chemical Co.          |           | DOW    | 166.25                     | 62          | 32             | 28           | 2            | 128                | 762       | 343        | Chemicals   |
| 50   | Rohm & Haas Co.           |           | ROH    | 166.355                    | 74          | 277            | 113          | 362          | 115                | 73        | 343        | Chemical Manufacturing - Agricultural             |



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|------|-------------------------------------|-----------|--------|----------------------------|-------------|----------------|--------------|--------------|--------------------|-----------|------------|---|
|      |                                     |           |        |                            | 19.50%      | 16.50%         | 16.00%       | 9.00%        | 19.50%             | 12.50%    | 7.00%      |   |
| 51   | Whirlpool Corp.                     |           | WHR    | 166.395                    | 21          | 94             | 51           | 30           | 38                 | 616       | 736        | Household Appliance Manufacture                   |
| 52   | General Electric Co.                |           | GE     | 167.37                     | 32          | 132            | 61           | 72           | 101                | 689       | 247        | Industrials - Diversified                         |
| 53   | Pfizer Inc.                         |           | PFE    | 172.65                     | 85          | 6              | 172          | 27           | 296                | 401       | 247        | Pharmaceutical Manufacture and Sale               |
| 54   | ITT Corporation                     |           | ITT    | 173.265                    | 68          | 79             | 137          | 362          | 295                | 279       | 1          | Industrials - Diversified                         |
| 55   | Alcoa Inc.                          |           | AA     | 175.095                    | 37          | 55             | 33           | 28           | 61                 | 764       | 623        | Primary Metals Manufacturing                      |
| 56   | Coca-Cola Co.                       |           | CCE    | 175.29                     | 28          | 17             | 13           | 122          | 615                | 134       | 247        | Soft Drinks                                       |
| 57   | Genentech, Inc.                     |           | DNA    | 176.23                     | 29          | 41             | 441          | 175          | 199                | 309       | 1          | Healthcare - Equipment                            |
| 58   | Time Warner Inc.                    |           | TWX    | 179.925                    | 115         | 111            | 172          | 362          | 27                 | 590       | 1          | Media   |
| 59   | Texas Instruments Inc.              |           | TXN    | 180.94                     | 44          | 182            | 99           | 223          | 80                 | 726       | 1          | Electronic Components & Semiconductor Manufacture |
| 60   | Sun Microsystems Inc.               |           | JAVA   | 183.37                     | 123         | 74             | 33           | 362          | 16                 | 849       | 1          | Information Technology                            |
| 61   | Black & Decker Corp.                |           | BDK    | 184.75                     | 66          | 101            | 41           | 362          | 159                | 680       | 1          | Electronic Equipments                             |
| 62   | Reynolds American Inc.              |           | RAI    | 190.485                    | 7           | 100            | 137          | 362          | 130                | 330       | 736        | Tobacco Manufacture                               |
| 63   | Boeing Co.                          |           | BA     | 191.845                    | 59          | 163            | 41           | 158          | 346                | 521       | 1          | Aerospace Products and Parts Manufacture          |
| 64   | Wells Fargo & Co.                   |           | WFC    | 193.4                      | 163         | 206            | 441          | 44           | 63                 | 326       | 1          | Banks   |
| 65   | Starbucks Corp.                     |           | SBUX   | 194.155                    | 92          | 145            | 28           | 213          | 22                 | 810       | 330        | Restaurants                                       |
| 66   | Freeport-McMoran Copper & Gold Inc. |           | FCX    | 195.04                     | 12          | 64             | 8            | 235          | 142                | 644       | 736        | Metals  |
| 67   | Ball Corp.                          |           | BLL    | 195.145                    | 30          | 215            | 224          | 362          | 34                 | 218       | 736        | Aerospace Products and Parts Manufacture          |
| 68   | U.S. Bancorp                        |           | USB    | 196.625                    | 40          | 139            | 172          | 109          | 172                | 348       | 736        | Banks   |
| 69   | Applied Materials Inc.              |           | AMAT   | 198.02                     | 56          | 23             | 6            | 136          | 346                | 629       | 343        | Semiconductor Equipment                           |
| 70   | Xilinx, Inc.                        |           | XLNX   | 199.075                    | 124         | 238            | 41           | 362          | 122                | 581       | 1          | Electronic Components & Semiconductor Manufacture |
| 71   | Agilent Technologies Inc.           |           | A      | 201.57                     | 17          | 153            | 61           | 202          | 65                 | 647       | 736        | Semiconductor Equipment                           |
| 72   | Xcel Energy, Inc.                   |           | XEL    | 202.825                    | 149         | 39             | 441          | 362          | 108                | 153       | 343        | Utilities - Electric                              |
| 73   | Colgate-Palmolive Co.               |           | CL     | 203.58                     | 686         | 44             | 78           | 362          | 31                 | 91        | 1          | Personal Hygiene & Beauty Care Products           |
| 74   | Best Buy Co. Inc.                   |           | BBY    | 204.445                    | 122         | 329            | 61           | 85           | 85                 | 547       | 343        | Consumer Electronics Stores                       |
| 75   | Occidental Petroleum Corp.          |           | OXY    | 205.87                     | 752         | 37             | 15           | 362          | 60                 | 51        | 1          | Oil and Gas Exploration and Production            |
| 76   | Limited Brands, Inc.                |           | LTD    | 206.245                    | 126         | 102            | 78           | 66           | 172                | 711       | 343        | Specialty Retail                                  |
| 77   | Apple Inc.                          |           | AAPL   | 206.665                    | 128         | 277            | 78           | 362          | 391                | 117       | 1          | Computer Hardware                                 |
| 78   | Apollo Group Inc.                   |           | APOL   | 207.915                    | 224         | 329            | 301          | 288          | 115                | 107       | 1          | Colleges and Universities                         |
| 79   | Staples, Inc.                       |           | SPLS   | 209.765                    | 104         | 187            | 301          | 272          | 110                | 378       | 247        | Retail - Speciality Stores                        |
| 80   | Accenture Ltd.                      |           | ACN    | 211.255                    | 117         | 252            | 372          | 247          | 105                | 165       | 343        | Consulting Services                               |
| 81   | CB Richard Ellis Group Inc.         |           | CBG    | 217.565                    | 83          | 277            | 15           | 362          | 75                 | 848       | 1          | Real Estate                                       |
| 82   | Stericycle Inc.                     |           | SRCL   | 218.75                     | 203         | 345            | 301          | 362          | 199                | 21        | 1          | Services - Environmental                          |
| 83   | Norfolk Southern Corp.              |           | NSC    | 218.8                      | 157         | 345            | 224          | 267          | 159                | 131       | 343        | Railtrack   |
| 84   | Pitney Bowes, Inc.                  |           | PBI    | 219.285                    | 132         | 138            | 113          | 113          | 172                | 523       | 623        | Computer Hardware                                 |
| 85   | Pepsico Inc.                        |           | PEP    | 226.285                    | 858         | 47             | 33           | 53           | 30                 | 282       | 1          | Soft Drinks                                       |
| 86   | Fluor Corp.                         |           | FLR    | 226.4                      | 173         | 345            | 124          | 254          | 199                | 85        | 623        | Construction                                      |
| 87   | McDonald's Corp.                    |           | MCD    | 228.79                     | 95          | 236            | 89           | 131          | 613                | 14        | 343        | Fast Food and Quickservice Restaurants            |
| 88   | Allstate Corp.                      |           | ALL    | 230.805                    | 105         | 171            | 441          | 74           | 43                 | 580       | 343        | Insurance Carriers                                |
| 89   | El Paso Corp.                       |           | EP     | 231.38                     | 310         | 75             | 441          | 37           | 121                | 488       | 1          | Utilities - Gas                                   |
| 90   | Jones Lang Lasalle Inc.             |           | JLL    | 232.14                     | 157         | 345            | 61           | 362          | 117                | 635       | 1          | Real Estate Brokerage and Management              |
| 91   | Smithfield Foods, Inc.              |           | SFD    | 233.25                     | 73          | 113            | 89           | 362          | 54                 | 732       | 736        | Meat Products Manufacture                         |
| 92   | Aflac Inc.                          |           | AFL    | 236.375                    | 180         | 220            | 372          | 362          | 199                | 272       | 1          | Managed Healthcare                                |
| 93   | JPMorgan Chase & Co.                |           | JPM    | 243.485                    | 6           | 198            | 113          | 41           | 578                | 463       | 247        | Banks   |
| 94   | Marathon Oil Corp.                  |           | MRO    | 244.36                     | 672         | 128            | 107          | 137          | 20                 | 286       | 330        | Oil & Gas - Integrated                            |
| 95   | Genzyme Corp.                       |           | GENZ   | 247.26                     | 25          | 252            | 441          | 170          | 117                | 340       | 709        | Pharmaceuticals                                   |
| 96   | Synopsys, Inc.                      |           | SNPS   | 256.115                    | 398         | 345            | 301          | 209          | 97                 | 285       | 1          | Computer Software Development                     |
| 97   | Becton, Dickinson and Co.           |           | BDX    | 258.64                     | 11          | 35             | 78           | 362          | 740                | 142       | 623        | Medical Supplies and Devices                      |
| 98   | Ansys Inc.                          |           | ANSS   | 259.78                     | 398         | 345            | 301          | 362          | 66                 | 61        | 343        | Computer Software Development                     |
| 99   | Safeway Inc.                        |           | SWY    | 263.685                    | 740         | 191            | 172          | 168          | 88                 | 224       | 1          | Retail - Food                                     |
| 100  | Goldman Sachs Group, Inc.           |           | GS     | 265.97                     | 133         | 252            | 301          | 115          | 258                | 525       | 343        | Finance - Brokerage                               |

