

Hundreds of thousands of employers from every state in the country offer benefits to their employees who have same-sex domestic partners. The percentage of Fortune 500 companies offering same-sex domestic partner benefits increased from 14% to 59% between 1999 and 2009.¹ Many of these private companies specifically link domestic partner benefit policies to a positive impact on the companies' recruitment and retention, employee productivity, and employee relations and morale.² Domestic partner benefits make it possible for lesbian, gay male, and bisexual ("LGB") employees to offer their families the protections straight employees can offer their families. Providing these protections is not just good for business—it is also a matter of basic fairness to LGB employees and their families.³

Domestic Partner Benefits in Missouri as of 2011

- Currently, at least 36 private employers headquartered in Missouri provide some form of benefits to same-sex domestic partners. At least 32 of these employers offer the same benefit package to employees with same-sex domestic partners that they offer to employees with -different-sex spouses.⁴
- At least 316,204 privately employed workers in Missouri currently have access to some form of benefits for their same-sex domestic partner.⁵ These employees represent 11.39% of privately employed workers in the State.⁶
- At least eight public employers in Missouri provide some form of benefits to employees with same-sex domestic partners.⁷ At least four of these public employers offer domestic partner pension benefits.⁸
- Missouri governmental bodies that offer these benefits have found no significant difference between the costs of administering a benefit program for employees with same-sex domestic partners and the costs of a program for employees with spouses.⁹
- The costs of adding same-sex domestic partner benefits is small—typically less than 2% of the employer's total benefits costs.¹⁰

Domestic Partner Benefits Nationwide as of 2011

- At present, 50% of state and local government employers offer survivor benefits for employees with same-sex domestic partners. Because 84% of state and local employees are offered a defined benefit retirement, almost 60% of those with access can name a same-sex domestic partner as a survivor.¹¹
- At least 8,673 private-sector for-profit employers offer some form of same-sex domestic partner benefits.¹²
- At least 292 (58%) of Fortune 500 Companies in the U.S. offer some form of same-sex domestic partner benefits.¹³
- At least 293 public employers—65 governmental organizations and 228 state and local governments—provide some form of same-sex domestic partner benefits.¹⁴
- At least 232 companies provide qualified joint and survivor annuity plans to their employees with same-sex domestic partners. At least 174 companies provide pre-retirement survivor annuity plans to their employees with same-sex domestic partners.¹⁵
- Approximately 33% of employees working in state and local governments and 29% of employees working in private industry have access to health care benefits for same-sex domestic partners.¹⁶

Private Employers Headquartered in Missouri Who Currently Offer Some Form of Same-Sex Domestic Partner Benefit.

AMC Entertainment Inc.	Loanscapes, LLC
Ameren Corp. (N.E.)	Loansurfer.com
Anheuser-Busch Companies Inc.	Midwest Library Service
Brown Shoe Company, Inc. (N.E.)	Monsanto Co.
Bryan Cave LLP	Nestlé Purina PetCare Co. (N.E.)
Cerner Corp.	Polsinelli Shughart PC
CMS Communications	Progressive Medical Inc.
Data Research Associates Inc.	Polsinelli Shughart PC
Design Consultants, Inc.	Pulitzer Inc.
Enterprise Rent-A-Car Co.	Shook, Hardy & Bacon LLP
Express Scripts Inc.	Sizewise Rentals LLC
Fred Pryor Seminars/Careertrack	Smithkline Beecham Consumer Products
Graybar Electric Company, Inc.	SSM Health Care System
H&R Block Inc.	St. Louis Post-Dispatch
Hallmark Cards Inc.	State Street Kansas City
HNTB Companies	Stinson Morrison Hecker LLP
Husch Blackwell LLP	Thompson Coburn LLP
Jacobs Civil Inc.	Washington University in St. Louis
The Laclede Group Inc. (N.E.)	Webster University

Public Employers in Missouri Who Currently Offer Some Form of Same-Sex Domestic Partner Benefits

Kansas City	St. Louis County
City of St. Louis	St. Louis Metropolitan Police Department
City of Columbia	Kansas City Fire Department
Jackson County	Kansas City Police Department

Endnotes

- 1 Brad Sears and Christy Mallory, [Economic Motives for Adopting LGBT-Related Workplace Policies](#), The Williams Institute (October 2011), at 1.
- 2 [Economic Motives](#), at 2-3.
- 3 [Economic Motives](#), at 3, 9; [Domestic Partner Benefits: Facts and Background](#), Employee Benefit Research Institute (February 2009) (“EBRI Report”), at 1-2.
- 4 [Affidavit of Daryl Herrschaft, Exhibit 9](#) in Plaintiff’s [Statement of Uncontroverted Material Facts](#) in Support of his Motion for Summary Judgment. Supplemented by the [Human Rights Campaign’s Employer Database](#). The database focuses on major U.S. businesses with at least 500 employees, and therefore provides an inherently conservative number of employers that offer these benefits.
- 5 Employee data is compiled from websites of the Missouri-based employers who offer benefits to same-sex domestic partners.
- 6 Employment data for Missouri drawn from the Bureau of Labor Statistics, “[Economy At a Glance—Missouri; Data for Sept. 2011.](#)”
- 7 Plaintiff Kelly Glossip’s [Statement of Uncontroverted Material Facts in Support of His Motion for Summary Judgment](#), at 8-9.
- 8 Plaintiff’s [Statement of Uncontroverted Material Facts](#), at 9.
- 9 [Affidavit of Daryl Herrschaft, Exhibit 9](#) in Plaintiff’s [Statement of Uncontroverted Material Facts](#) in Support of his Motion for Summary Judgment. Supplemented by the [Human Rights Campaign’s Employer Database](#).
- 10 [Affidavit of M.V. Lee Badgett, Exhibit 10](#) in Plaintiff’s [Statement of Uncontroverted Material Facts](#) in Support of his Motion for Summary Judgment; [EBRI Report](#), at 2.
- 11 [Affidavit of M.V. Lee Badgett](#), Exhibit to Plaintiff’s [Supplemental Uncontroverted Material Facts](#) in Support of his Motion for Summary Judgment (citing Bureau of Labor Statistics, U.S. Department of Labor, [Employee Benefits in the United States—March 2011](#)).
- 12 [Herrschaft](#). Supplemented by the [Human Rights Campaign’s Employer Database](#).
- 13 [Herrschaft](#). Supplemented by the [Human Rights Campaign’s Employer Database](#).
- 14 [Herrschaft](#). Supplemented by the [Human Rights Campaign’s Employer Database](#).
- 15 [Herrschaft](#). Supplemented by the [Human Rights Campaign’s Employer Database](#).
- 16 Bureau of Labor Statistics, U.S. Department of Labor, [Employee Benefits in the United States—March 2011](#).