

The CEO Action for Diversity & Inclusion™ aims to rally the business community to advance diversity & inclusion within the workplace by working collectively across organizations and sectors. It outlines a specific set of actions the undersigned companies will take to cultivate a trusting environment where all ideas are welcomed and employees feel comfortable and empowered to discuss diversity & inclusion. All the signatories serve as leaders of their companies and have committed to implementing the following pledge within their workplaces. Where companies have already implemented one or several of the commitments, the undersigned commit to support other companies in doing the same.

The persistent inequities across our country underscore our urgent, national need to address and alleviate racial, ethnic and other tensions and to promote diversity within our communities. As leaders of some of America's largest corporations, we manage thousands of employees and play a critical role in ensuring that inclusion is core to our workplace culture and that our businesses are representative of the communities we serve. Moreover, we know that diversity is good for the economy; it improves corporate performance, drives growth and enhances employee engagement. Simply put, organizations with diverse teams perform better.

We recognize that diversity & inclusion are multifaceted issues and that we need to tackle these subjects holistically to better engage and support all underrepresented groups within business. To do this, we believe we also need to address honestly and head-on the concerns and needs of our diverse employees and increase equity for all, including Blacks, Latinos, Asians, Native Americans, LGBTQ, disabled, veterans and women.

This group convened to ask what we can do collectively as business leaders, because one fact is clear: we have to do more. For us, this means committing to four initial goals that we hope will catalyze further conversation and action around diversity & inclusion within the workplace and foster collaboration among our organizations:

1. We will continue to make our workplaces trusting places to have complex, and sometimes difficult, conversations about diversity & inclusion: We will create and maintain environments, platforms, and forums where our people feel comfortable reaching out to their colleagues to gain greater awareness of each other's experiences and perspectives. By encouraging an ongoing

dialogue and not tolerating any incongruence with these values of openness, we are building trust, encouraging compassion and open-mindedness, and reinforcing our commitment to a culture of inclusivity.

2. We will implement and expand unconscious bias education: Experts tell us that we all have unconscious biases -- that is human nature. Unconscious bias education enables individuals to begin recognizing, acknowledging, and therefore minimizing any potential blind spots he or she might have, but wasn't aware of previously. We will commit to rolling out and/or expanding unconscious bias education within our companies in the form that best fits our specific culture and business. By helping our employees recognize and minimize any potential blind spots, we aim to facilitate more open and honest conversations. Additionally, we will make non-proprietary unconscious bias education modules available to others free of charge.

3. We will share best—and unsuccessful—practices: Each of our companies has established programs and initiatives around diversity and inclusion. Yet, we know that many companies are still developing their strategies. We will commit to helping other companies evolve and enhance their current diversity strategies and encourage them, in turn, to share their successes and challenges with others.

4. We will create and share strategic inclusion and diversity plans with our board of directors. We will work with our board of directors (or equivalent governing bodies) through the development and evaluation of concrete, strategic action plans to prioritize and drive accountability around diversity and inclusion. Given the shared responsibility for driving strategies that help companies thrive, boards and CEOs play an important role in driving action together to cultivate inclusive cultures and talent.

We also pledge to create accountability systems within our companies to track our own progress and to share regular updates with each other in order to catalog effective programs and measurement practices.

We believe that by sharing and learning with each other, we can strengthen our existing programs and commitments to better serve our employees and society as a whole.

We recognize that these four commitments are not the complete answer, but we believe they are important, concrete steps toward building more diverse and inclusive workplaces. We hope our list of signatories will grow, and we invite other CEOs across America to join us.

Let's come together to make good on the inherent promise that all of our people should be able to bring their best selves to work and unleash their full potential. By working together toward diversity & inclusion within our workplaces, industries, and broader business community, we can cultivate meaningful change for our society.

Signatories

1. *21st Century Fox, James R. Murdoch*
2. *A.T. Kearney, Alex Liu*
3. *AAA Club Alliance, Thomas Wiedemann*
4. *AACSB International, Thomas R. Robinson*
5. *AAFCPAs, Carla M. McCall, David P. McManus*
6. *Accenture, Julie Sweet**
7. *Achieve3000, Stuart Udell*
8. *ACT, Inc., Marten Roorda*
9. *Action for Healthy Kids, Robert Bisceglie*
10. *Adient plc, R. Bruce McDonald*
11. *Adobe, Shantanu Narayen*
12. *ADP, Carlos Rodriguez*
13. *Adtalem Global Education, Lisa W. Wardell*
14. *AdvaMed, Scott Whitaker*
15. *Advance Auto Parts, Inc., Thomas Greco*
16. *Advanced Group, Leo J. Sheridan*
17. *Advanced Micro Devices, Inc., Dr. Lisa Su*
18. *Advancing Minorities' Interest in Engineering, Veronica L. Nelson*
19. *Advancing Women Executives, Meiko Takayama*
20. *AdvanSix, Erin Kane*
21. *Advocate Aurora Health, Jim Skogsbergh*
22. *Ad Council, Lisa Sherman*
23. *AEG, Dan Beckerman*
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25. *Agilent Technologies, Mike McMullen*
26. *AICPA, Barry C. Melancon, CPA, CGMA*
27. *AIG, Brian Duperreault*
28. *Air Products, Seif Ghasemi*
29. *Airswift, Janette Marx*
30. *Alaska Air Group, Brad Tilden*
31. *Albertsons Companies, Vivek Sankaran*
32. *Alcoa, Roy C. Harvey*
33. *Alimentation Couche-Tard/Circle K, Brian Hannasch*
34. *Allen & Gerritsen, Andrew Graff*
35. *Allergan, Brent Saunders*
36. *Allegis Global Solutions, Chad Lane*
37. *AllianceBernstein, Seth Bernstein*
38. *Alliance Data, Edward J. Heffernan*
39. *Alliant Energy, John O. Larsen*
40. *Alliant Insurance Services, Thomas W. Corbett*
41. *Alliant International University, Andy Vaughn*
42. *AllThingzAP LLC, Anthony Paradiso*
43. *Ally Financial, Inc., Jeffrey Brown*
44. *Alnylam Pharmaceuticals, John Maraganore*
45. *Altria Group, Inc., Howard A. Willard, III*
46. *Ameren, Warner Baxter*
47. *American Airlines, Doug Parker*
48. *American Cancer Society, Gary M. Reedy*
49. *American Century Investments, Jonathan Thomas*
50. *American Electric Power, Nicholas K. Akins*
51. *American Express, -*

52. *American Family Insurance, Jack Salzwedel*
53. *American Heart Association, Nancy Brown*
54. *American Pacific Mortgage, Kurt A. Reisig*
55. *American Tower Corporation, James D. Taiclet*
56. *American University, Sylvia Mathews Burwell*
57. *American Water, Susan Story*
58. *AmeriHealth Caritas Family of Companies, Paul A. Tufano*
59. *AM General LLC, R. Andrew Hove*
60. *AMN Healthcare, Susan Salka*
61. *Andersen Corporation, Jay Lund*
62. *Andrews McMeel Universal, Alexander H. Sareyan*
63. *Anheuser-Busch InBev, Carlos Brito*
64. *AnitaB.org, Brenda Wilkerson*
65. *Anixter, -*
66. *Antares Capital LP, David Brackett*
67. *Anthem Inc., Gail Boudreaux*
68. *Aon, Greg Case*
69. *Apollo Global Management, LLC, Leon Black*
70. *Aprio, LLP, Richard Kopelman*
71. *Aptiv, Kevin P. Clark*
72. *Arbonne, Jean-David Schwartz*
73. *Archer Daniels Midland Company, Juan R. Luciano*
74. *Ares Management Corporation, Michael Arougheti*
75. *Ariel Investments, John W. Rogers*
76. *ARM, Simon Segars*
77. *Armanino LLP, Matthew J. Armanino*
78. *Ascena Retail Group, Inc., Gary Muto*
79. *Ascend Inc., Anna W. Mok*
80. *Ashland, William Wulfsohn*
81. *Ashley Stewart, James C. Rhee*
82. *Asian American Business Development Center, John Wang*
83. *Associated Bank, Philip B. Flynn*
84. *The Association of Junior Leagues International, Susan Danish*
85. *Assurant Inc., Alan Colberg*
86. *Asurion, Tony Detter*
87. *A.T. Still University of Health Sciences, Craig M. Phelps, DO*
88. *AT&T, Randall Stephenson*
89. *Atlanta Hawks, Steven R. Koonin*
90. *Atlas Travel & Technology Group, Elaine Osgood*
91. *Auburn University, Jay Gogue*
92. *Autodesk, Andrew Anagnost*
93. *Avaya, Inc., Jim Chirico*
94. *Avery Dennison, Mitch Butier*
95. *Babson College, Dr. Stephen Spinelli*
96. *Bain Capital, Jonathan S. Levine and John Connaughton*
97. *Bain & Company, Inc., Manny Maceda*
98. *Baker Tilly, Alan D. Whitman*
99. *Ball Corporation, John Hayes*
100. *BancorpSouth, Dan Rollins*
101. *Bank of America, Brian Moynihan*
102. *Barilla, Claudio Colzani*
103. *Bashen Corporation, Janet Emerson Bashen*
104. *Bay Area Council, Jim Wunderland*
105. *Bayer U.S., Phil Blake*
106. *Baxter, José (Joe) E. Almeida*
107. *BBVA USA, Javier Rodriguez Soler*
108. *BCG, Joe Davis**
109. *BDO USA LLP, Wayne Berson*
110. *Beam Suntory, Albert Baladi*
111. *Becton Dickinson, Vince Forlenza*
112. *Bellarmino University, Susan M. Donovan*
113. *Bellin Health System, Christine Woleske*
114. *Bennett Thrasher LLP, Jeff Eischeid*
115. *BenReese LLC, Benjamin D. Reese Jr.*
116. *Bentley University, Alison Davis-Blake*
117. *Berkshire Bank, Richard Marotta*
118. *BerryDunn, John M. Chandler*
119. *Best Buy Co., Inc., Corie Barry*
120. *The Billie Jean King Leadership Initiative, Billie Jean King*
121. *Binghamton University, Harvey Stenger*
122. *Biogen, Michel Vounatsos*
123. *BJC Healthcare, Richard J. Liekweg*
124. *BKD, LLP, Theodore D. Dickman*
125. *Black & Veatch, Steven L. Edwards*
126. *BlackRock, Larry Fink*
127. *Black Knight Inc., Anthony Jabbour*
128. *Blue Cross Blue Shield Association, Scott P. Serota*
129. *Blue Cross and Blue Shield of Louisiana, Steven Udvarhelyi*
130. *Blue Cross Blue Shield Massachusetts, Andrew Dreyfus*
131. *Blue Cross Blue Shield of Michigan, Daniel J. Loepf*
132. *Blue Cross and Blue Shield of Minnesota, Craig Samitt*
133. *Blue Cross Blue Shield North Carolina, Gerald Petkau*
134. *The Boldt Company, Tom Boldt*

135. *Booz Allen Hamilton, Horacio Rozanski*
136. *BorgWarner, Frederic Lissalde*
137. *Borrego Solar Systems, Inc., Mike Hall*
138. *Boston Scientific Corporation, Michael Mahoney*
139. *Bowie State University, Aminta H. Breaux, Ph.D.*
140. *Box, Aaron Levie*
141. *BPM, James K. Wallace*
142. *The Bozzuto Group, Toby Bozzuto*
143. *Brandywine Realty Trust, Gerard H. Sweeney*
144. *Braskem America Inc., Mark Nikolich*
145. *Brighton Agency, Tina VonderHaar*
146. *Bristol-Myers Squibb, Giovanni Caforio*
147. *Brocade, Lloyd Carney*
148. *Brown Brothers Harriman & Co., William B. Tyree*
149. *Brown Smith Wallace, LLP, Tony Caleca*
150. *Brown-Forman, Lawson Whiting*
151. *Bryant University, Ronald K. Machtley*
152. *Burkhart Pizzanelli, Julie M. Quink*
153. *Burns & McDonnell, Ray Kowalik*
154. *Cabot Corporation, Sean D.*
155. *California Society of CPAs, Anthony J. Pugliese*
156. *Callan LLC, Gregory C. Allen*
157. *Cambia Health Solutions, Mark Ganz*
158. *Campbell Soup Company, Mark Clouse*
159. *Capco US, Michael Pugliese*
160. *Cardinal Health, Mike Kaufmann*
161. *Career Communications Group, Inc., Tyrone D. Taborn*
162. *CareFirst BlueCross BlueShield, Brian D. Pieninck*
163. *Cargill, David W. MacLennan*
164. *The Carlyle Group, Glenn A. Youngkin*
165. *Carnival Corporation & plc, Arnold Donald*
166. *CA Technologies, Mike Gregoire*
167. *Caesars Entertainment, Tony Rodio*
168. *Capri Holdings Limited, John D. Idol*
169. *Carnegie Mellon University, Farnam Jahanian*
170. *Carlisle Companies, Inc., D. Christian Koch*
171. *Carnegie Mellon University, Farnam Jahanian*
172. *Carr, Riggs & Ingram, LLC, William Carr*
173. *Case Western Reserve University, Barbara R. Snyder*
174. *Castlight Health, Maeve O'Meara*
175. *Catalent, Inc., John R. Chiminski*
176. *Catalyst, Lorraine Hariton*
177. *Catholic Charities of Baltimore, William J. McCarthy Jr.*
178. *CBS Corporation, -*
179. *CCIM Institute, Gregory J. Fine*
180. *CECP, Daryl Brewster*
181. *Centene, Michael Neidorff*
182. *Center for Automotive Diversity, Inclusion & Advancement, Cheryl Thompson*
183. *Center for Creative Leadership, John Ryan*
184. *Center for Talent Innovation, Patricia Fili-Krushel*
185. *Central Ohio Diversity Consortium, Priscilla Hammonds*
186. *Century Snacks, Valerie Oswalt*
187. *Cerner Corporation, Brent Shafer*
188. *Certara, William F. Feehery*
189. *Chemonics, Susanna Mudge*
190. *Chemours, Mark Vergnano*
191. *Cherry Bekaert LLP, Michelle L. Thompson*
192. *Chesapeake Energy Corporation, Doug Lawler*
193. *The Christ Hospital Health Network, Arturo Polizzi*
194. *C.H. Robinson Worldwide, Bob Biesterfeld*
195. *Chicago United, Gloria Castillo*
196. *Children's Hospital Los Angeles, Paul S. Viviano*
197. *Children's Minnesota, Marc H. Gorelick, MD*
198. *Church Mutual Insurance Company, Richard V. Poirier*
199. *Cielo, Sue Marks*
200. *Cigna, David Cordani*
201. *CIT, Ellen Alemany*
202. *Cincinnati Children's Hospital Medical Center, Michael Fisher*
203. *Cincinnati Regional Chamber, Jill P. Meyer*
204. *Cintas, Scott Farmer*
205. *Cisco Systems Inc., Chuck Robbins*
206. *Cision, Kevin Akeroyd*
207. *Citigroup, Mike Corbat*
208. *Citrin Cooperman & Company LLP, Joel A. Cooperman*
209. *City College of New York, Vince Boudreau*
210. *CLA, Denny Schleper*
211. *Clarivate, Jerre Stead*
212. *Clarkston Consulting, Tom Finegan*
213. *Cleveland Clinic, Tomislav Mihaljevic*
214. *The Clorox Company, Benno Dorer*

215. CME Group, Terrence A. Duffy
216. CommonSpirit Health, Loyd H. Dean, Kevin E. Lofton
217. CMS Energy, Patricia Poppe
218. CNA, Dino E. Robusto
219. CNA, Dr. Katherine McGrady
220. CNH Industrial, Hubertus M. Mühlhäuser
221. Coeur Mining, Inc., Mitchell J. Krebs
222. Cohen & Company Ltd., Randall S. Myeroff
223. Condé Nast, Roger Lynch
224. The Conference Board, Inc., Steve Odland
225. Connecticut Society of Public Accountants, Bonnie Stewart
226. Covanta Energy, LLC, Stephen J. Jones
227. CNO Financial Group Inc., Gary Bhojwani
228. The Coca-Cola Company, James Quincey
229. Columbus State Community College, David T. Harrison
230. Comerica Bank, Curt Farmer
231. Commerce Bank, John Kemper
232. Con Edison, John McAvoy
233. Conagra Brands, Sean Connolly
234. Cone Health, Terrence B. Akin
235. Conduent Inc., Ashok Vemuri
236. Connecticut Society of Certified Public Accountants, Bonnie Stewart
237. Consilio, Andrew MacDonald
238. Constellation Brands, Inc., William A. Newlands
239. Consumer Reports, Marta L. Tellado
240. Contran Corporation, Robert Graham
241. CooperCompanies, Albert White
242. Cooperative Education and Internship Association, Scott Maynard
243. Cornell University, Martha E. Pollack
244. Corning Incorporated, Wendell Weeks
245. Council of Chief State School Officers, Carissa Moffat Miller
246. Council of Foundations, -
247. The Council of Insurance Agents & Brokers, Ken Crerar
248. Cramer, TJ Martin
249. Crohn's and Colitis Foundation, Michael Osso
250. Crowe LLP, James Powers
251. Crown Castle, Jay A. Brown
252. CSAA Insurance Group, Tom Troy
253. CSRA, Lawrence B. Prior III
254. Cubic Corporation, Bradley Feldmann
255. Cummins, Tom Linebarger
256. CUNA Mutual Group, Robert Trunzo
257. Cushman & Wakefield, Brett White
258. Customers Bank, Jay S. Sidhu
259. College and University Professional Association for Human Resources, Andy Brantley
260. Crown Castle, Jay A. Brown
261. CVS Health, Larry J. Merlo
262. CyberHeroes, Gary Berman
263. d.e. FOXX & Associates, Inc., Gerald Sparkman
264. Dalberg Advisors, Yana Kakar
265. Dallas Mavericks, Cynthia G. Marshall
266. Dana Incorporated, James Kamsickas
267. Danaher Corporation, Thomas Joyce, Jr
268. Danone North America, Mariano Lozano
269. Dataminr, Ted Bailey
270. Davita, Javier Rodriguez
271. Dell Technologies, Michael Dell
272. Deloitte US, Joseph B. Ucuzoglu
273. Delta Air Lines, Ed Bastian
274. Denny's, John Miller
275. DentaQuest, Steve Pollock
276. Dentons US LLP, Mike McNamara
277. DePaul University, Dr. A. Gabriel Esteban
278. Deutsche Bank USA Corp, Christiana Riley
279. Diageo North America, Deirdre Mahlan
280. DICK'S Sporting Goods, Edward Stack
281. Dine Brands Global, Stephen P. Joyce
282. Discovery Education, Bill Goodwyn
283. Diversity Best Practices, Subha Barry
284. DiversityInc, Luke Visconti
285. Diversity Marketplace, Tim McChristian
286. Dixon Hughes Goodman LLP, Matt Snow
287. DLL Group, Bill Stephenson
288. DMJ & Co., PLLC, Michael R. Gillis
289. DNA, Alan Brown
290. Dominion Energy, Thomas F. Farrell, II
291. Dominion, Paul Sween
292. Dotdash, Neil Vogel
293. The Dow Chemical Company, Jim Fitterling
294. Draper Aden Associates, Jeffrey N. Lighthiser
295. DST Systems, Inc., Steve Hooley
296. DSM North America, Hugh Welsh
297. DTCC, Michael Bodson
298. DTE Energy, Gerry Anderson
299. Duke Energy, Lynn Good
300. Duke Realty Corporation, Jim Connor
301. Duke University, Vincent Price
302. DuPont, Marc Doyle

303. *East Bay Leadership Council, Kristin Braun Connelly*
304. *Eaton, Craig Arnold*
305. *Eaton Vance Corp., Thomas E. Faust Jr.*
306. *Ebby Halliday Companies, Christian J. Kelly*
307. *Ecolab, Inc., Douglas Baker*
308. *Edinboro University, Michael Hannan*
309. *Edison International, Pedro J. Pizarro*
310. *Edelman, Richard Edelman*
311. *EDP Renewables North America LLC, Miguel Angel Prado*
312. *Edward Jones, Penny Pennington*
313. *Edwards Lifesciences, Michael Mussallmen*
314. *Eli Lilly and Company, David A. Ricks*
315. *Emerson, David Farr*
316. *Empower Energies, John Clapp*
317. *Empower Retirement, Edmund Murphy*
318. *Encova Insurance, David L. Kaufman*
319. *Entergy, Leo P. Denault*
320. *Equilar, David Chun*
321. *Equinix, Charles J. Meyers*
322. *Equitable, Mark Pearson*
323. *EQT Corporation, Robert J. McNally*
324. *Erie Insurance, Timothy G. NeCastro*
325. *ESI, Michael Burger*
326. *The Estée Lauder Companies, Fabrizio Fred*
327. *Etsy, Inc., Josh Silverman*
328. *Eversource Energy, James J. Judge*
329. *Evia Corp, Hilary Laney*
330. *Evonik, John Rolando*
331. *Ewing Marion Kauffman Foundation, Wendy Guillies*
332. *Exact Staff, Karenjo Goodwin*
333. *The Executive Leadership Council, Skip Spriggs*
334. *Exelon, Christopher Crane*
335. *Expedia Group, Mark Okerstrom*
336. *Express Scripts, Timothy C. Wentworth*
337. *EY, Kelly Grier*
338. *F5 Networks, Inc., François Locoh-Donou*
339. *Facing History and Ourselves, Roger Brooks*
340. *FactSet, Phil Snow*
341. *Fannie Mae, Hugh R. Frater*
342. *Federal Home Loan Bank of Chicago, Matthew R. Feldman*
343. *Federal Home Loan Bank of Des Moines, Michael L. Wilson*
344. *Federal Home Loan Bank of Indianapolis, Cindy L. Konich*
345. *Federal Home Loan Bank of San Francisco, J. Gregory Seibly*
346. *Feeding America, Claire Babineaux-Fontenot*
347. *Fenton, Ben Wyskida*
348. *Ferrara Candy Company, Todd Siwak*
349. *Fifth Third Bank, Greg Carmichael*
350. *Financial Industry Regulatory Authority, Inc., Robert Cook*
351. *Firehouse Subs, Don Fox*
352. *FirstEnergy, Chuck Jones*
353. *First Midwest Bancorp, Inc., Michael L. Scudder*
354. *FIS, Gary Norcross*
355. *Fiserv, Jeff Yabuki*
356. *Fisher & Phillips, LLP, Roger K. Quillen*
357. *Flagstar Bank, Sandro DiNello*
358. *Follett Corporation, Patrick Connolly*
359. *The Ford Motor Company, James P. Hackett*
360. *Fortive, Jim Lico*
361. *Fossil Group, Inc., Kosta Kartsotis*
362. *Framingham State University, F. Javier Cevallos*
363. *Franklin Templeton, Greg Johnson*
364. *Fred Hutchinson Cancer Research Center, Gary Gilliland, M.D., Ph.D*
365. *Frontier Communications, Dan McCarthy*
366. *Frost Brown Todd, Adam P. Hall*
367. *FS Investments, Michael Forman*
368. *Gallagher, J. Patrick Gallagher*
369. *GAF Energy, Martin DeBono*
370. *Gannett Co., Robert Dickey*
371. *Gap, Inc., Art Peck*
372. *Gartner, Gene Hall*
373. *Gas South, Kevin Greiner*
374. *Genentech, Bill Anderson*
375. *General Atlantic, Bill Ford**
376. *General Mills, Jeff Harmening*
377. *General Motors, Mary Barra*
378. *George Mason University, Angel Cabrera*
379. *Georgetown University, John J. DeGioia, Ph.D.*
380. *Gettysburg College, Janet Morgan Riggs*
381. *GID, Robert E. DeWitt*
382. *Global Atlantic Financial Group, Allan Levine*
383. *Global Payments Inc., Jeffrey S. Sloan*
384. *Goodwill Industries International, Inc. -*
385. *Grange Insurance, John Ammendola*
386. *Grant Thornton LLP, Bradley J. Preber*
387. *Great Place to Work, Michael C. Bush*

388. *Greater Cleveland Partnership, Joseph D. Roman*
389. *Greater Green Bay Chamber, Laurie Radke*
390. *Greater Green Bay Community Foundation, Dennis Buehler*
391. *Greater Kansas City Chamber of Commerce, Joe Reardon*
392. *GRID*
393. *Groupon, Richard Williams*
394. *GTCR, Craig Bondy*
395. *The Guardian Life Insurance Company, Deanna Mulligan*
396. *Guitar Center, Ron Japinga*
397. *H&CO, LLP, Armando Hernandez*
398. *H&R Block, Jeffrey J. Jones II*
399. *Hall & Evans, LLC, Lance Eberhart*
400. *Hall Capital Partners, LLC, Kathryn A. Hall*
401. *Handshake, Garrett Lord*
402. *Hannon Armstrong, Jeff Eckel*
403. *The Hanover Insurance Group, John C. Roche*
404. *Hantzmon Wiebel LLP, Jennifer Lehman*
405. *Harley Davidson, Inc., Jochen Zeitz*
406. *HARMAN, Dinesh Paliwal*
407. *Hasbro, Inc., Brian Goldner*
408. *Herrmann International, Karim Morgan Nehdi*
409. *The Hartford, Christopher J. Swift*
410. *Harvard Pilgrim Health Care, Michael Carson*
411. *Havi, Russ Smyth*
412. *HealthHive, Stephen Farber*
413. *Health Partners, Andrea M. Walsh*
414. *Heitman, LLP, Maury Tognarelli*
415. *Henry Ford Health System, Wright L. Lassiter III*
416. *Herbalife Nutrition, Michael Johnso*
417. *The Hershey Company, Michele Buck*
418. *Hershey Entertainment & Resorts, John Lawn*
419. *Hewlett Packard Enterprise, Antonio Neri*
420. *Highmark Health, David L. Holmberg*
421. *Hilton Worldwide, Christopher J. Nassetta*
422. *Hispanic Association of Colleges and Universities, Antonio Flores*
423. *Hispanic Association on Corporate Responsibility, Cid Wilson*
424. *HNI Corporation, Jeffrey Lorenger*
425. *HP Inc., Dion Weisler*
426. *The Home Depot, Craig Menear*
427. *Horace Mann, Marita Zuraitis*
428. *Horizon Therapeutics, Timothy P. Walbert*
429. *Houghton Mifflin Harcourt, Jack Lynch*
430. *Houston Grand Opera, Perryn Leech*
431. *Howard University, Wayne A.I. Frederic*
432. *HSBC, Patrick J. Burke*
433. *Humana, Bruce Broussard*
434. *Humu, Laszlo Bock*
435. *Huntington Bank, Steve Steinour*
436. *Huntington Ingalls Industries, Mike Petters*
437. *Hyatt Hotel Corporation, Mark Hoplamazian*
438. *Hyland, Bill Primer*
439. *IAC, Joey Levin*
440. *IAC Applications, Tim Allen*
441. *IBM, Ginni Rometty*
442. *IDEAS xLab, Josh Miller*
443. *Income Research + Management, William A. O'Malley*
444. *IHS Markit, Lance Uggl*
445. *IKEA US, Lars Petersson*
446. *Illinois CPA Society, Todd Shapiro*
447. *Illinois Tool Works Inc., E. Scott Santi*
448. *Impossible Foods, Dr. Patrick Brown*
449. *Indiana CPA Society, Jennifer B. Briggs*
450. *Infectious Diseases Society of America, Christopher D. Busky*
451. *Information Technology Senior Management Forum, Viola Thompson*
452. *Infoblox, Jesper Andersen*
453. *Ingersoll Rand*
454. *Ingredion, Ilene Gordon*
455. *InnerWorkings, Rich Stoddart*
456. *INROADS, Inc., Forest T. Harper Jr.*
457. *INSIGHT Into Diversity, Holly Mandelson*
458. *Institute for Corporate Productivity, Kevin Oakes*
459. *Integra Life Sciences, Peter J. Arduini*
460. *Intel Corporation, Bob Swan*
461. *InterContinental Hotels Group, Keith Barr*
462. *International Council of Shopping Centers, Tom McGee*
463. *International Flavors & Fragrances, Inc., Andreas Fibig*
464. *Interpublic Group, Michael Roth*
465. *Intren LLC, Kelly Tomblin*
466. *Intuit, Sasan Goodarzi*
467. *Invesco Ltd., Martin L. Flanagan*
468. *Investcorp Investments International, Mohammed Mahfoodh Alardhi*
469. *Investors Community Bank, Tim Shneider*
470. *ISO New England Inc., Gordon Van Welie*
471. *Jack in the Box, Inc., Lenny Comma*
472. *Jackson Lewis P.C., Vincent Cino*

473. James Madison University, Jonathan R. Alger
474. Janney Montgomery Scott LLC, Timothy Scheve
475. J. C. Penney, Jill Soltau
476. JE Dunn Construction Company, Gordon Lansford
477. JLL Americas, Greg O'Brien
478. J.D. Power & Associates, Dave Habiger
479. J.M. Huber Corporation, Michael L. Marberry
480. The J.M. Smucker Co., Mark T. Smucker
481. John Hancock, Marianne Harrison
482. Johnson & Johnson, Alex Gorsky
483. JP Morgan Chase & Co., Jamie Dimon
484. Juniper Networks, Rami Rahim
485. K12, Nate Davis
486. Kaiser Permanente, -
487. The Kaleidoscope Group, LLC, Doug Harris
488. Kanarys, Inc., Mandy Price
489. Katten Muchin Rosenman LLP, Noah S. Heller
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