

*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. *8minute Solar Energy, Tom Buttgenbach*
3. *A.T. Kearney, Alex Liu*
4. *AAA Club Alliance, Thomas Wiedemann*
5. *AAA Life Insurance Company, John W. DuBose, III*
6. *AABB (American Association of Blood Banks), Debra S. BenAvram*
7. *AACSB International, Caryn Beck-Dudley*
8. *AAFCPAs, Carla M. McCall, David P. McManus*
9. *AbbVie, Richard A. Gonzalez*
10. *Abt Associates, Kathleen Flanagan*
11. *Accenture, Julie Sweet\**
12. *Achieve3000, Stuart Udell*
13. *ACT, Inc., Janet Godwin*
14. *Action for Healthy Kids, Robert Bisceglie*
15. *Adient plc, -*
16. *Adobe, Shantanu Narayen*
17. *ADP, Carlos Rodriguez*
18. *Adtalem Global Education, Lisa W. Wardell*
19. *AdvaMed, Scott Whitaker*
20. *Advance Auto Parts, Inc., Thomas Greco*
21. *Advanced Group, Leo J. Sheridan*
22. *Advanced Micro Devices, Inc., Dr. Lisa Su*
23. *Advancing Minorities' Interest in Engineering, Veronica L. Nelson*
24. *Advancing Women Executives, Meiko Takayama*
25. *AdvanSix, Erin Kane*
26. *Adventure Rock Climbing & Fitness, Jim Guarnaccio*
27. *Advocate Aurora Health, Jim Skogsbergh*
28. *Ad Council, Lisa Sherman*
29. *AEG, Dan Beckerman*
30. *Aerospace Corporation, Steve Isakowitz*
31. *The AES Corporation, Andres R. Gluski*
32. *Agilent Technologies, Mike McMullen*
33. *Agios Pharmaceuticals, Jacquelyn A. Fouse*
34. *AICPA, Barry C. Melancon, CPA, CGMA*
35. *AIG, Brian Duperreault*
36. *Air General, Patrick Maloney*
37. *Air Liquide North America, Susan Ellerbusch*
38. *Air Products, Seifi Ghasemi*
39. *Airswift, Janette Marx*
40. *Alaska Air Group, Brad Tilden*
41. *Albertsons Companies, Vivek Sankaran*
42. *Albourne Group, John Claisse*
43. *Alcoa, Roy C. Harvey*
44. *Alimentation Couche-Tard/Circle K, Brian Hannasch*
45. *Allen & Gerritsen, Andrew Graff*
46. *Allergan, Brent Saunders*
47. *Allegis Global Solutions, Chad Lane*
48. *AllianceBernstein, Seth Bernstein*
49. *Alliance Data, Edward J. Heffernan*

50. *Alliant Energy, John O. Larsen*
51. *Alliant Insurance Services, Thomas W. Corbett*
52. *Alliant International University, Andy Vaughn*
53. *Allianz Life Insurance Company of North America, Walter White*
54. *AllThingzAP LLC, Anthony Paradiso*
55. *Ally Financial, Inc., Jeffrey Brown*
56. *Alnylam Pharmaceuticals, John Maraganore*
57. *Altarum Institute, Lincoln Smith*
58. *Altria Group, Inc., Howard A. Willard, III*
59. *Ameren, Warner Baxter*
60. *American Airlines, Doug Parker*
61. *American Cancer Society, Gary M. Reedy*
62. *American Century Investments, Jonathan Thomas*
63. *American College of Clinical Pharmacy, Michael S. Maddux, Pharm.D., FCCP*
64. *American College of Healthcare Executives, Deborah J. Bowen, FACHE, CAE*
65. *American Council of Life Insurers, Susan K. Neely*
66. *American Counseling Association, Richard Yep, CAE, FASAE*
67. *American Electric Power, Nicholas K. Akins*
68. *American Express, -*
69. *American Family Insurance, Jack Salzwedel*
70. *American Heart Association, Nancy Brown*
71. *American Institutes for Research, David Myers*
72. *American Pacific Mortgage, Kurt A. Reisig*
73. *American Physical Therapy, Justin D. Moore*
74. *American Tower Corporation, James D. Taiclet*
75. *American University, Sylvia Mathews Burwell*
76. *American Water, Susan Story*
77. *AmeriHealth Caritas Family of Companies, Paul A. Tufano*
78. *Ameriprise Financial, James M. Cracchiolo*
79. *Ameritas Life insurance Corp., William W. Lester*
80. *Amicus Therapeutics, John F. Crowley*
81. *AM General LLC, R. Andrew Hove*
82. *AMN Healthcare, Susan Salka*
83. *Andersen Corporation, Jay Lund*
84. *Andrews McMeel Universal, Alexander H. Sareyan*
85. *Anheuser-Busch InBev, Carlos Brito*
86. *AnitaB.org, Brenda Wilkerson*
87. *Anixter, -*
88. *Antares Capital LP, David Brackett*
89. *Anthem Inc., Gail Boudreaux*
90. *Aon, Greg Case*
91. *Apollo Global Management, LLC, Leon Black*
92. *Applied Materials, Inc., Gary E. Dickerson*
93. *Aprio, LLP, Richard Kopelman*
94. *Aptiv, Kevin P. Clark*
95. *Arbonne, Jean-David Schwartz*
96. *Archer Daniels Midland Company, Juan R. Luciano*
97. *Ares Management Corporation, Michael Arougheti*
98. *Ariel Investments, John W. Rogers*
99. *ARM, Simon Segars*
100. *Armanino LLP, Matthew J. Armanino*
101. *Ascena Retail Group, Inc., Gary Muto*
102. *Ascend Inc., Anna W. Mok*
103. *ASCP, Chad Worz, PharmD, BCGP*
104. *Ashland, William Wulfsohn*
105. *Ashley Stewart, James C. Rhee*
106. *Asian American Business Development Center, John Wang*
107. *Associated Bank, Philip B. Flynn*
108. *The Association of Junior Leagues International, Susan Danish*
109. *Assurant Inc., Alan Colberg*
110. *Assurity, Thomas E. Henning*
111. *Asurion, Tony Detter*
112. *A.T. Still University of Health Sciences, Craig M. Phelps, DO*
113. *AT&T, John Stankey*
114. *Atlanta Hawks, Steven R. Koonin*
115. *Atlantic Union Bank, John Asbury*
116. *Atlas Travel & Technology Group, Elaine Osgood*
117. *Auburn University, Jay Gogue*
118. *Audio Visual Services Group LLC dba PSAV., Joseph Michael McIlwain*
119. *August Leadership, Asad Haider*
120. *Authority Brands LLC, Rob Weddle*
121. *Autodesk, Andrew Anagnost*
122. *AvalonBay Communities, Inc., Timothy J. Naughton*
123. *Avantor, Michael Stubblefield*
124. *Avaya, Inc., Jim Chirico*
125. *Avenue Two Travel, Joshua E. Bush*
126. *Avery Dennison, Mitch Butier*
127. *Avista Capital Partners, David Burgstahler*
128. *Axxess, John Olajide*
129. *Babson College, Dr. Stephen Spinelli*

130. *Bain Capital, Jonathan S. Levine and John Connaughton*
131. *Bain & Company, Inc., Manny Maceda*
132. *Baker Tilly, Alan D. Whitman*
133. *Ball Corporation, John Hayes*
134. *BancorpSouth, Dan Rollins*
135. *Bank of America, Brian Moynihan*
136. *Bankers Trust, Donald J. Coffin*
137. *Barilla, Claudio Colzani*
138. *Bashen Corporation, Janet Emerson Bashen*
139. *Bay Area Council, Jim Wunderland*
140. *Bayer U.S., Phil Blake*
141. *Baxter, José (Joe) E. Almeida*
142. *BBVA USA, Javier Rodriguez Soler*
143. *BCG, Joe Davis\**
144. *BDO USA LLP, Wayne Berson*
145. *Beacon Building Products, Julian Francis*
146. *Beam Suntory, Albert Baladi*
147. *The Beck Group, Frederick Perpall*
148. *Becton Dickinson, Vince Forlenza*
149. *Bel Brands USA, Bill Graham*
150. *Bellarmino University, Susan M. Donovan*
151. *Bellin Health System, Christine Woleske*
152. *Bennett Thrasher LLP, Jeff Eischeid*
153. *BenReese LLC, Benjamin D. Reese Jr.*
154. *Bentley University, Alison Davis-Blake*
155. *Berkowitz Pollack Brant Advisors + CPAs, Joseph L. Saka*
156. *Berkshire Bank, Sean Gray*
157. *Berkshire Residential Investments, David Olney*
158. *BerryDunn, John M. Chandler*
159. *Best Buy Co., Inc., Corie Barry*
160. *The Billie Jean King Leadership Initiative, Billie Jean King*
161. *Binghamton University, Harvey Stenger*
162. *Biogen, Michel Vounatsos*
163. *BJC Healthcare, Richard J. Liekweg*
164. *BKD, LLP, Theodore D. Dickman*
165. *Black & Veatch, Steven L. Edwards*
166. *BlackRock, Larry Fink*
167. *Black Knight Inc., Anthony Jabbour*
168. *Blue Cross Blue Shield Association, Scott P. Serota*
169. *Blue Cross and Blue Shield of Louisiana, Steven Udvarhelyi*
170. *Blue Cross Blue Shield Massachusetts, Andrew Dreyfus*
171. *Blue Cross Blue Shield of Michigan, Daniel J. Loepf*
172. *Blue Cross and Blue Shield of Minnesota, Craig Samitt*
173. *Blue Cross Blue Shield North Carolina, Gerald Petkau*
174. *Blue Planet Energy, Chris Johnson*
175. *Blue Yonder, Girish Rishi*
176. *Boats Group, Sam Fulton*
177. *The Boldt Company, Tom Boldt*
178. *Booz Allen Hamilton, Horacio Rozanski*
179. *BorgWarner, Frederic Lissalde*
180. *Borrego Solar Systems, Inc., Mike Hall*
181. *Boston Mutual Life Insurance Company, Paul A. Quaranto, Jr.*
182. *Boston Properties, Owen D. Thomas*
183. *Boston Scientific Corporation, Michael Mahoney*
184. *Bounteous, Keith Schwartz*
185. *Bowie State University, Aminta H. Breaux, Ph.D.*
186. *Box, Aaron Levie*
187. *BPM, James K. Wallace*
188. *The Bozzuto Group, Toby Bozzuto*
189. *Brandywine Realty Trust, Gerard H. Sweeney*
190. *Braskem America Inc., Mark Nikolich*
191. *Bremer Bank, Jeanne H Crain*
192. *Briggs & Veselka Co., Sheila A. Enriquez*
193. *BrightHouse Financial, Eric T. Steigerwalt*
194. *Brighton Agency, Tina VonderHaar*
195. *Brightstar Capital Partners, Andrew Weinberg*
196. *Bristol-Myers Squibb, Giovanni Caforio*
197. *Broadmark Realty Capital, Jeffrey B. Pyatt*
198. *Brocade, Lloyd Carney*
199. *Brown Brothers Harriman & Co., William B. Tyree*
200. *Brown Smith Wallace, LLP, Tony Caleca*
201. *Brown-Forman, Lawson Whiting*
202. *Brunswick Corporation, David Foulkes*
203. *Bryant University, Ronald K. Machtley*
204. *Burkhart Pizzanelli, Julie M. Quink*
205. *Burns & McDonnell, Ray Kowalik*
206. *Cabot Corporation, Sean D.*
207. *The Caldwell Partners International Inc., John Wallace*
208. *California Society of CPAs, Anthony J. Pugliese*
209. *Callan LLC, Gregory C. Allen*
210. *Cambia Health Solutions, Mark Ganz*
211. *Campbell Soup Company, Mark Clouse*
212. *Canada Life Re, Jean-Francois Poulin*

213. Capco US, Michael Pugliese
214. Capital Group, Tim Armour
215. Cardinal Health, Mike Kaufmann
216. Cardiovascular Systems, Inc., Scott R. Ward
217. Career Communications Group, Inc., Tyrone D. Taborn
218. CareFirst BlueCross BlueShield, Brian D. Pieninck
219. Caregiver Inc., Candice AD. Smith
220. Cargill, David W. MacLennan
221. Carhartt, Mark Valade
222. The Carlyle Group, Glenn A. Youngkin
223. Carnival Corporation & plc, Arnold Donald
224. CA Technologies, Mike Gregoire
225. Caesars Entertainment, Tony Rodio
226. Caliber Auto Maintenance & Collision Repair Services, Steve H. Grimshaw
227. California Forward, Micah Weinberg
228. Capri Holdings Limited, John D. Idol
229. Carnegie Mellon University, Farnam Jahanian
230. Carlisle Companies, Inc., D. Christian Koch
231. Carnegie Mellon University, Farnam Jahanian
232. Carr, Riggs & Ingram, LLC, William Carr
233. Carrier, David L. Gitlin
234. Case Western Reserve University, Barbara R. Snyder
235. Castlight Health, Maeve O'Meara
236. Catalent, Inc., John R. Chiminski
237. Catalyst, Lorraine Hariton
238. Catholic Charities of Baltimore, William J. McCarthy Jr.
239. CBS Corporation, -
240. CCIM Institute, Gregory J. Fine
241. CECP, Daryl Brewster
242. Centene, Michael Neidorff
243. Center for Automotive Diversity, Inclusion & Advancement, Cheryl Thompson
244. Center for Creative Leadership, John Ryan
245. Center for Talent Innovation, Patricia Fili-Krushel
246. Central Ohio Diversity Consortium, Priscilla Hammonds
247. Centurion, LLC, Steven H. Wheeler
248. Century Snacks, Valerie Oswald
249. Cerner Corporation, Brent Shafer
250. Certara, William F. Feehery
251. Cetera Financial Group, LLC, Adam Antoniadis
252. Chart Industries, Inc., Jill Evanko
253. Chemonics, Jamey Butcher
254. Chemours, Mark Vergnano
255. Cherry Bekaert LLP, Michelle L. Thompson
256. Chesapeake Energy Corporation, Doug Lawler
257. Chestnut Hill Realty, Corp, Edward E. Zuker
258. The Christ Hospital Health Network, Arturo Polizzi
259. C.H. Robinson Worldwide, Bob Biesterfeld
260. Chicago United, Gloria Castillo
261. Children's Hospital Los Angeles, Paul S. Viviano
262. Children's Minnesota, Marc H. Gorelick, MD
263. Church Mutual Insurance Company, Richard V. Poirier
264. CIC Group, Inc., Derek Falb
265. Cielo, Sue Marks
266. Cigna, David Cordani
267. CIT, Ellen Alemany
268. Cincinnati Children's Hospital Medical Center, Michael Fisher
269. Cincinnati Regional Chamber, Jill P. Meyer
270. Cintas, Scott Farmer
271. Cisco Systems Inc., Chuck Robbins
272. Cision, Kevin Akeroyd
273. Citigroup, Mike Corbat
274. Citrin Cooperman & Company LLP, Joel A. Cooperman
275. City College of New York, Vince Boudreau
276. CLA, Denny Schleper
277. Clarivate, Jerre Stead
278. Clark Nuber PS, Robert A Wheeler
279. Clarkston Consulting, Tom Finegan
280. ClearEdge Marketing, Leslie Vickrey
281. Cleco Corporate Holdings, LLC, William G. Fontentot
282. Cleveland Clinic, Tomislav Mihaljevic
283. Clevyr, Matthew Williamson
284. The Clorox Company, Benno Dorer
285. CME Group, Terrence A. Duffy
286. CNB Bank, Joseph B. Bower, Jr.
287. CommonSpirit Health, Loyd H. Dean, Kevin E. Lofton
288. Compass Minerals, Kevin S. Crutchfield
289. CMS Energy, Patricia Poppe
290. CNA, Dino E. Robusto
291. CNA, Dr. Katherine McGrady
292. CNH Industrial, Suzanne Heywood

293. *Coeur Mining, Inc., Mitchell J. Krebs*
294. *Cohen & Company Ltd., Randall S. Myeroff*
295. *Condé Nast, Roger Lynch*
296. *The Conference Board, Inc., Steve Odland*
297. *Connecticut Society of Public Accountants, Bonnie Stewar*
298. *Covanta Energy, LLC, Stephen J. Jones*
299. *Cowen, Jeffrey M. Solomon*
300. *CPI Security Systems Inc., Kenneth J. Gill*
301. *CNO Financial Group Inc., Gary Bhojwani*
302. *The Coca-Cola Company, James Quincey*
303. *CohnReznick, David A. Kessler*
304. *Colgate-Palmolive Company, Noel Wallace*
305. *The Colonial Williamsburg Foundation, Cliff Fleet*
306. *Columbus State Community College, David T. Harrison*
307. *Comerica Bank, Curt Farmer*
308. *Commerce Bank, John Kemper*
309. *Con Edison, John McAvoy*
310. *Conagra Brands, Sean Connolly*
311. *Cone Health, Terrence B. Akin*
312. *Conduent Inc., Ashok Vemuri*
313. *Connecticut Society of Certified Public Accountants, Bonnie Stewart*
314. *Consilio, Andrew MacDonald*
315. *Constellation Brands, Inc., William A. Newlands*
316. *Consumer Brands Association, Geoff Freeman*
317. *Consumer Reports, Marta L. Tellado*
318. *Continental Office, Ira Sharfin*
319. *Contran Corporation, Robert Graham*
320. *ConvergeOne, John McKenna*
321. *Conversica, Jim Kaskade*
322. *CooperCompanies, Albert White*
323. *Copacino Fujikado, Scott Foreman*
324. *Cooperative Education and Internship Association, Scott Maynard*
325. *Cornell University, Martha E. Pollack*
326. *Corning Incorporated, Wendell Weeks*
327. *Council of Chief State School Officers, Carissa Moffat Miller*
328. *Council of Foundations, -*
329. *The Council of Insurance Agents & Brokers, Ken Crerar*
330. *Cramer, TJ Martin*
331. *Crestwood Equity Partners, Robert G. Phillips*
332. *Crohn's and Colitis Foundation, Michael Oso*
333. *Crowe LLP, James Powers*
334. *Crown Castle, Jay A. Brown*
335. *CSAA Insurance Group, Tom Troy*
336. *CSRA, Lawrence B. Prior III*
337. *Cubic Corporation, Bradley Feldmann*
338. *Cummins, Tom Linebarger*
339. *CUNA Mutual Group, Robert Trunzo*
340. *Cushman & Wakefield, Brett White*
341. *Customers Bank, Jay S. Sidhu*
342. *College and University Professional Association for Human Resources, Andy Brantley*
343. *Crown Castle, Jay A. Brown*
344. *CVS Health, Larry J. Merlo*
345. *CyberHeroes, Gary Berman*
346. *Cynergy Physical Therapy, PC, Cynthia Gormezano*
347. *d.e. FOXX & Associates, Inc., Gerald Sparkman*
348. *Dalberg Advisors, Yana Kakar*
349. *Dallas Holocaust and Human Rights Museum, Mary Pat Higgins*
350. *Dallas Mavericks, Cynthia G. Marshall*
351. *Dana Incorporated, James Kamsickas*
352. *Danaher Corporation, Thomas Joyce, Jr*
353. *Danone North America, Mariano Lozano*
354. *Dataminr, Ted Bailey*
355. *DaVinci Education, Allison Wood*
356. *Davita, Javier Rodriguez*
357. *Dell Technologies, Michael Dell*
358. *Deloitte US, Joseph B. Ucuzoglu*
359. *Delta Air Lines, Ed Bastian*
360. *Delta Dental of Minnesota, Rodney Young*
361. *Deluxe Corporation, Barry C. McCarthy*
362. *Denny's, John Miller*
363. *DentaQuest, Steve Pollock*
364. *Dentons US LLP, Mike McNamara*
365. *DePaul University, Dr. A. Gabriel Esteban*
366. *Detroit Pistons, Arn Tellem*
367. *Deutsche Bank USA Corp, Christiana Riley*
368. *Diageo North America, Deirdre Mahlan*
369. *DICK'S Sporting Goods, Edward Stack*
370. *Digi International Inc., Ron Konezny*
371. *Dine Brands Global, Stephen P. Joyce*
372. *Discover Financial Services, Roger Hochschild*
373. *Discovery Education, Bill Goodwyn*
374. *Diversity Best Practices, Subha Barry*
375. *DiversityInc, Luke Visconti*
376. *Diversity Marketplace, Tim McChristian*
377. *Dixon Hughes Goodman LLP, Matt Snow*
378. *DLL Group, Bill Stephenson*
379. *DMJ & Co., PLLC, Michael R. Gillis*

380. DNA, Alan Brown
381. Dominion Energy, Thomas F. Farrell, II
382. Dominion, Paul Sween
383. Dotdash, Neil Vogel
384. The Dow Chemical Company, Jim Fitterling
385. Draper Aden Associates, Jeffrey N. Lighthiser
386. DST Systems, Inc., Steve Hooley
387. DSM North America, Hugh Welsh
388. DTCC, Michael Bodson
389. DTE Energy, Gerardo Norcia
390. Duke Energy, Lynn Good
391. Duke Realty Corporation, Jim Connor
392. Duke University, Vincent Price
393. DuPont, Edward D. Breen
394. Dynamic Signal, Eric Brown
395. East Bay Leadership Council, Kristin Braun Connelly
396. Eaton, Craig Arnold
397. Eaton Vance Corp., Thomas E. Faust Jr.
398. Ebby Halliday Companies, Christian J. Kelly
399. Ecolab, Inc., Douglas Baker
400. ECRI, Marcus Schabacker
401. Edinboro University, Michael Hannan
402. Edison International, Pedro J. Pizarro
403. Edelman, Richard Edelman
404. EDP Renewables North America LLC, Miguel Angel Prado
405. Education Development Center, David Offensend
406. Educational Testing Service, Walt MacDonald
407. Edward Jones, Penny Pennington
408. Edwards Lifesciences, Michael Mussallmen
409. Eli Lilly and Company, David A. Ricks
410. eMDs, Inc., Derek Pickell
411. Emerson, David Farr
412. Empower Energies, John Clapp
413. Empower Retirement, Edmund Murphy
414. Encompass Health, Mark Tarr
415. Encova Insurance, David L. Kaufman
416. Endo International plc, Blaise Coleman
417. EngageSmart Inc., Bob Bennett
418. Entercom Communications Corp., David Field
419. Entergy, Leo P. Denault
420. Envision Healthcare, Jim Rehtin
421. Equilar, David Chun
422. Equinix, Charles J. Meyers
423. Equitable, Mark Pearson
424. Equity Residential, Mark J. Parrell
425. Ergotron, Inc., Chad J. Severson
426. EQT Corporation, Robert J. McNally
427. Equifax, Inc., Mark W. Begor
428. Erie Insurance, Timothy G. NeCastro
429. ESI, Michael Burger
430. The Estée Lauder Companies, Fabrizio Fred
431. Etsy, Inc., Josh Silverman
432. Eversource Energy, James J. Judge
433. Everyday Life Insurance, Jake Tamarkin
434. Evia Corp, Hilary Laney
435. Evonik, John Rolando
436. Ewing Marion Kauffman Foundation, Wendy Guillies
437. Exact Staff, Karenjo Goodwin
438. The Executive Leadership Council, Skip Spriggs
439. The Global Good Fund, Carrie Rich
440. Exelon, Christopher Crane
441. Expedia Group, Peter Kern
442. Express Scripts, Timothy C. Wentworth
443. EY, Kelly Grier
444. F5 Networks, Inc., François Locoh-Donou
445. Facing History and Ourselves, Roger Brooks
446. FactSet, Phil Snow
447. Face Reality Skincare, Jeremy Soine
448. Fannie Mae, Hugh R. Frater
449. Farmers Insurance, Jeff Dailey
450. Faurecia USA Holdings, Inc., Kevin Lammers
451. Federal Home Loan Bank of Chicago, Matthew R. Feldman
452. Federal Home Loan Bank of Des Moines, Kris Williams
453. Federal Home Loan Bank of Indianapolis, Cindy L. Konich
454. Federal Home Loan Bank of San Francisco, J. Gregory Seibly
455. Feeding America, Claire Babineaux-Fontenot
456. Fenton, Ben Wyskida
457. Ferrara Candy Company, Todd Siwak
458. Fiat Chrysler Automobiles N.V. (FCA), Mike Manley
459. Fidelity Life Association, James Hohmann
460. Fifth Third Bank, Greg Carmichael
461. Financial Industry Regulatory Authority, Inc., Robert Cook
462. Firehouse Subs, Don Fox
463. First Command Financial Services, Inc., Mark Steffe
464. FirstEnergy, Chuck Jones
465. First Midwest Bancorp, Inc., Michael L. Scudder
466. FIS, Gary Norcross



467. Fiserv, Jeff Yabuki
468. Fisher & Phillips, LLP, Roger K. Quillen
469. Flagstar Bank, Sandro DiNello
470. Fleet Feet, Joey Pointer
471. Follett Corporation, Patrick Connolly
472. The Ford Motor Company, James P. Hackett
473. Fortive, Jim Lico
474. Fortune Brands Home and Security, Nicholas Fink
475. Fossil Group, Inc., Kosta Kartsotis
476. Framingham State University, F. Javier Cevallos
477. Franklin Templeton, Jenny Johnson
478. FranklinCovey, Robert A. Whitman
479. Frazier & Deeter, LLC, Wm. Seth McDaniel
480. Fred Hutchinson Cancer Research Center, Gary Gilliland, M.D., Ph.D
481. Frontier Communications, Dan McCarthy
482. Frost Brown Todd, Adam P. Hall
483. FS Investments, Michael Forman
484. FTI Consulting, Steve Gunby
485. Gallagher, J. Patrick Gallagher
486. GAF Energy, Martin DeBono
487. Gannett Co., Michael E. Reed
488. Gap, Inc., Art Peck
489. Gartner, Gene Hall
490. Gas South, Kevin Greiner
491. Genentech, Alexander Hardy
492. General Atlantic, Bill Ford\*
493. General Mills, Jeff Harmening
494. General Motors, Mary Barra
495. George Mason University, Angel Cabrera
496. Georgetown University, John J. DeGioia, Ph.D.
497. Gettysburg College, Janet Morgan Riggs
498. GID, Robert E. DeWitt
499. Girl Scouts of the USA, Judith Batty
500. Global Atlantic Financial Group, Allan Levine
501. Global Payments Inc., Jeffrey S. Sloan
502. Global Tax Network US, LLC, David S. Kolb
503. Good Sports Plus DBA "ARC", Brad Lupien
504. Goodmans Interior Structures, Adam Goodman
505. Goodwill Industries International, Inc. -
506. Goodwyn, Mills and Cawood, Inc., Jeffrey A. Brewer, AIA
507. Gopher Resources, Brian Leen
508. Grange Insurance, John Ammendola
509. Grant Thornton LLP, Bradley J. Preber
510. Great Place to Work, Michael C. Bush
511. Greater Cleveland Partnership, Joseph D. Roman
512. Greater Green Bay Chamber, Laurie Radke
513. Greater Green Bay Community Foundation, Dennis Buehler
514. Greater Houston Partnership, Bob Harvey
515. Greater Kansas City Chamber of Commerce, Joe Reardon
516. GRID
517. Griffith Foods Inc., TC Chatterjee
518. Groupon, Aaron Cooper
519. GTCR, Craig Bondy
520. The Guardian Life Insurance Company, Deanna Mulligan
521. Guitar Center, Ron Japinga
522. H&CO, LLP, Armando Hernandez
523. H&R Block, Jeffrey J. Jones II
524. Hall & Evans, LLC, Lance Eberhart
525. Hall Capital Partners, LLC, Kathryn A. Hall
526. Handshake, Garrett Lord
527. Hannon Armstrong, Jeff Eckel
528. Hannover Life Reassurance Company of America, Peter R. Schaefer
529. The Hanover Insurance Group, John C. Roche
530. Hantzmon Wiebel LLP, Jennifer Lehman
531. Harley Davidson, Inc., Jochen Zeitz
532. HARMAN, Michael Mauser
533. Harvard Business Publishing, David Wan
534. Hasbro, Inc., Brian Goldner
535. The Haskell Company, Jim O'Leary
536. Headspring, Dustin Wells
537. Herrmann International, Karim Morgan Nehdi
538. The Hartford, Christopher J. Swift
539. Harvard Pilgrim Health Care, Michael Carson
540. Havi, Russ Smyth
541. HealthHive, Stephen Farber
542. Health Partners, Andrea M. Walsh
543. Heitman, LLP, Maury Tognarelli
544. Henderson Engineers, Rich Smith
545. Henry Ford Health System, Wright L. Lassiter III
546. Hepalink, Frank Sun
547. Herbalife Nutrition, John Agwunobi
548. Herman Miller, Inc., Andi Owen
549. The Hershey Company, Michele Buck
550. Hershey Entertainment & Resorts, John Lawn
551. Hewlett Packard Enterprise, Antonio Neri
552. Highmark Health, David L. Holmberg
553. Hilton Worldwide, Christopher J. Nassetta

554. *Hispanic Association of Colleges and Universities*, Antonio Flores
555. *Hispanic Association on Corporate Responsibility*, Cid Wilson
556. *HLB International*, Marco Donzelli
557. *HNI Corporation*, Jeffrey Lorenger
558. *HP Inc.*, Dion Weisler
559. *The Home Depot*, Craig Menear
560. *Horace Mann*, Marita Zuraitis
561. *Horizon Therapeutics*, Timothy P. Walbert
562. *Host Hotels*, James F. Risoleo
563. *Houghton Mifflin Harcourt*, Jack Lynch
564. *Houston Grand Opera*, Perryn Leech
565. *The Howard Hughes Corporation*, Paul Layne
566. *Howard University*, Wayne A.I. Frederic
567. *HSBC*, Patrick J. Burke
568. *Hudson Pacific Properties, Inc.*, Victor Coleman
569. *Humana*, Bruce Broussard
570. *Humu*, Laszlo Bock
571. *Huntington Bank*, Steve Steinour
572. *Huntington Ingalls Industries*, Mike Petters
573. *Hyatt Hotel Corporation*, Mark Hoplamazian
574. *Hyland*, Bill Primer
575. *IAC*, Joey Levin
576. *IAC Applications*, Tim Allen
577. *IBM*, Ginni Rometty
578. *iCIMS, Inc.*, Steve Lucas
579. *IDEAS xLab*, Josh Miller
580. *IDOC*, David S. Brown
581. *Income Research + Management*, William A. O'Malley
582. *IHS Markit*, Lance Uggl
583. *IKEA US*, Lars Petersson
584. *Illinois CPA Society*, Todd Shapiro
585. *Illinois Tool Works Inc.*, E. Scott Santi
586. *Illumina*, Francis deSouza
587. *Impact100 Council*, Wendy H. Steele
588. *Impossible Foods*, Dr. Patrick Brown
589. *InCheck*, Andy Gallion
590. *Indiana CPA Society*, Jennifer B. Briggs
591. *Infectious Diseases Society of America*, Christopher D. Busky
592. *Information Technology Senior Management Forum*, Viola Thompson
593. *Inforum*, Terry Barclay
594. *Infoblox*, Jesper Andersen
595. *Ingersoll Rand*
596. *Ingredient*, Ilene Gordon
597. *InnerWorkings*, Rich Stoddart
598. *INROADS, Inc.*, Forest T. Harper Jr.
599. *INSIGHT Into Diversity*, Holly Mandelson
600. *Institute for Corporate Productivity*, Kevin Oakes
601. *Institute of Food Technologists*, Christie A. Tarantino-Dean
602. *Integra Life Sciences*, Peter J. Arduini
603. *Integral*, Ethan McCarty
604. *Intel Corporation*, Bob Swan
605. *InterContinental Hotels Group*, Keith Barr
606. *International Council of Shopping Centers*, Tom McGee
607. *International Flavors & Fragrances, Inc.*, Andreas Fibig
608. *Interpublic Group*, Michael Roth
609. *Intren LLC*, Kelly Tomblin
610. *Intuit*, Sasan Goodarzi
611. *Invesco Ltd.*, Martin L. Flanagan
612. *Investcorp Investments International*, Mohammed Mahfoodh Alardhi
613. *Investors Community Bank*, Tim Shneider
614. *Iowa Society of CPAs*, Cynthia S. Adams
615. *iRobot*, Colin Angle
616. *ISO New England Inc.*, Gordon Van Welie
617. *ITT Inc.*, Luca Savi
618. *Jack in the Box, Inc.*, Lenny Comma
619. *Jackson*, Michael Falcon
620. *Jackson Lewis P.C.*, Vincent Cino
621. *James Madison University*, Jonathan R. Alger
622. *Janney Montgomery Scott LLC*, Timothy Scheve
623. *JazzHR*, Peter T. Lamson
624. *JBG Smith*, W. Matt Kelly
625. *J. C. Penney*, Jill Soltau
626. *JE Dunn Construction Company*, Gordon Lansford
627. *JLL Americas*, Greg O'Brien
628. *J.D. Power & Associates*, Dave Habiger
629. *J.M. Huber Corporation*, Michael L. Marberry
630. *The J.M. Smucker Co.*, Mark T. Smucker
631. *John Hancock*, Marianne Harrison
632. *Johnson & Johnson*, Alex Gorsky
633. *Johnson Controls International plc*, George R. Oliver
634. *Johnson Lambert LLP*, John M. Prescott
635. *JP Morgan Chase & Co.*, Jamie Dimon
636. *Juniper Networks*, Rami Rahim
637. *K12*, Nate Davis
638. *Kaiser Permanente*, -
639. *The Kaleidoscope Group, LLC*, Doug Harris

640. *Kanarys, Inc., Mandy Price*
641. *Katten Muchin Rosenman LLP, Noah S. Heller*
642. *Katz, Sapper & Miller, Davis Resnick*
643. *Kaufman Rossin, Blain L. Heckaman*
644. *Keiter, Gary G. Wallace*
645. *Kellogg Company, Steve Cahillane*
646. *KeyBank, Christopher M. Gorman*
647. *Kilpatrick Townsend & Stockton LLP, Henry Walker*
648. *Kimberly-Clark Corporation, Mike Hsu*
649. *KIMCO Realty Corporation, Conor Flynn*
650. *Kindeva Drug Delivery, Aaron Mann*
651. *Kinetic Communities Consulting, Daphany Rose Sanchez*
652. *Kindred Healthcare, Ben Breier*
653. *King's College, Reverend John J. Ryan*
654. *KKR, George R. Roberts, Henry R. Kravis*
655. *Kohl's, Michelle Gass*
656. *KPMG, Paul Knopp\**
657. *Krause Group, Kyle J. Krause*
658. *Kreischer Miller, Chris Meshginpoosh*
659. *Kroger, Rodney McMullen*
660. *L3Harris Technologies, William M. Brown*
661. *La-Z-Boy Incorporated, Kurt L. Darrow*
662. *Ladies Professional Golf Association, Michael Whan*
663. *Land O'Lakes, Inc., Beth E. Ford*
664. *Lasell Village, Anne Doyle*
665. *Latham & Watkins LLP, Richard M. Trobman*
666. *Lathrop Gage LLP, Cameron Garrison*
667. *L Catterton, J. Michael Chu and Scott Dahnke*
668. *Le Moyne College, Linda M. LeMura*
669. *Lead Bank, Joshua C. Rowland*
670. *Leadership Education for Asian Pacifics, Inc. (LEAP), Linda Akutagawa*
671. *Lear Corporation, Raymond E. Scott*
672. *Legg Mason Global Asset Management, Joe Sullivan*
673. *Lehigh University, John D. Simon*
674. *Leidos, Roger Krone*
675. *Lennox International, Inc., Todd Bluedorn*
676. *Levi Strauss & Co, Chip Bergh*
677. *LGA, LLP, John D. Geraci*
678. *Libbey Inc, Michael Bauer*
679. *Liberty Latin America, Balan Nair*
680. *Liberty Mutual Insurance Group, David H. Long*
681. *Lifebanc, Gordon R. Bowen*
682. *Lifespan, Timothy J. Babineau, MD*
683. *Life Cycle Engineering, Bob Fei*
684. *Limbix, Ben Lewis*
685. *Limeade, Henry Albrecht*
686. *LINC, Donna R. Cornelius*
687. *Lincoln Electric, Christopher L. Mapes*
688. *Lincoln Financial Group, Dennis R. Glass*
689. *Linkage, Inc., Jennifer McCollum*
690. *LL Global, David Levenson*
691. *LGA CPAs and Business Providers, John D. Geraci*
692. *Local Job Network, Patrick Sheahan*
693. *Lockheed Martin, -*
694. *Lockton Companies, LLC, Peter F. Clune, III*
695. *L'Oreal USA, Frédéric Rozé*
696. *Loqules, Jai Al-Attas*
697. *Lowe's Companies, Inc., Marvin Ellison*
698. *The Lubrizol Corporation, Eric Schnur*
699. *Lumeri, Lucina Hanover*
700. *M Financial Group, Westley V. Thompson*
701. *Macy's, Jeff Gennette*
702. *Madison College, Dr. Jack E. Daniels III*
703. *Major League Baseball, Rob Manfred*
704. *Management Leadership for Tomorrow, John Rice*
705. *ManpowerGroup, Jonas Prising*
706. *Marcum LLP, Jeffrey M. Weiner*
707. *Marcus Thomas LLC, Jim Nash*
708. *Marist College, David Yellen*
709. *Marriott International, Arne Sorenson*
710. *Mars, Incorporated, Grant Reid*
711. *Marsh & McLennan Companies, Daniel S. Glaser*
712. *Mary Free Bed Rehabilitation Hospital, Kent Riddle*
713. *M&T Bank, Rene F. Jones*
714. *Maryland Association of CPAs and Business Learning Institute, Tom Hood*
715. *Masco Corporation, Keith J. Allman*
716. *Massachusetts Society of CPAs, Amy A. Pitter*
717. *MassMutual, Roger Crandall*
718. *Mastercard, Ajay Banga*
719. *Matrix Service Company, John R. Hewitt*
720. *Mattel Inc., Ynon Kreiz*
721. *Maxim Healthcare Services, Bill Butz*
722. *Maxwell, Adriana Cisneros Basulto*
723. *Mazars USA, LLP, Victor Wahba*
724. *Mazuma Credit Union, Deonne Christensen*
725. *McAfee, Chris Young*
726. *McDermott, David Dickson*
727. *McKesson Corporation. Brian S. Tyler*
728. *McKinley Advisors, Jay Younger*

729. McKinsey & Company, Liz Hilton Segel
730. McLane Middleton Professional Association, Cathleen A. Schmidt
731. MCM CPAs & Advisors, Brad Smith
732. MDA Leadership, Scott E. Nelson
733. MDC Partners, Mark Penn
734. Medallia, Leslie Stretch
735. Medical Mutual, Rick Chiricosta
736. Medica, John Naylor
737. Medidata, Tarek Sherif
738. Medtronic, Omar Ishra
739. Meijer, Inc., Rick Keyes
740. Menasha Corporation, James Kotek
741. Mercedes-Benz USA, Nicholas Speeks
742. Merck, Ken Frazier
743. Meredith Corporation, Tom Harty
744. Mesirow Financial, Richard S. Price
745. MetLife, Michel Khalaf
746. The MetroHealth System, Akram Boutros, MDMFH
747. MFHA, Gerry Fernandez
748. Miami University (Ohio), Dr. Gregory P. Crawford
749. Michelman, Steven J. Shifman
750. Micron Technology, Inc., Sanjay Mehrotra
751. Miles & Stockbridge, Nancy Green
752. Milliken & Company, Halsey M. Cook
753. Minnesota Wild, Craig L. Leipold
754. Minor League Baseball, Pat O'Conner
755. Mobility Credit Union, Ron Perry
756. Moderna, Stephane Bancel
757. The MITRE Corporation, Dr. Jason Providakes
758. Molson Coors Beverage Company, Gavin Hattersley
759. Mondelez International, Dirk Van de Put
760. Montefiore St. Luke's Cornwall, Joan Cusack-McGuirk
761. Moody's, Raymond McDaniel Jr.
762. Moravian College, Bryon L. Grigsby
763. Morgan Stanley, James P. Gorman
764. Morgan State University, Dr. David Wilson
765. Morneau Shepell, Stephen Liptrap
766. Morningstar, Kunal Kapoor
767. Mortenson, Dan Johnson
768. Mount Mary University, Christine Pharr
769. Movado Group Inc., Efraim Grinberg
770. Mr. Cooper Group, Jay Bray
771. MSX International, Fred Minturn
772. Mutual of Omaha, James Blackledge
773. My Gym Enterprises, Cory Bertisch
774. My Gym Foundation, Aleah Whaley
775. National Association of Black Accountants, Inc., Walter J. Smith
776. National Association of Boards of Pharmacy, Lemrey "Al" Carter
777. National Association of Manufacturers, Jay Timmons
778. National Bank Holdings Corporation, Tim Laney
779. National Basketball Association, Adam Silver
780. National Center for Women & Information Technology, Lucy Sanders
781. National Down Syndrome Society, Kandi Pickard
782. The National GEM Consortium, Brennon Marcano
783. National Grid PLC, John Pettigrew
784. National HBCU Business Deans Roundtable, Joe M. Ricks, Jr.
785. National Life Group, Mehran Assadi
786. National Multiple Sclerosis Society, Cyndi Zagieboylo
787. National Organization on Disability, Carol Glazer
788. National Retail Federation, Matthew Shay
789. Nationwide, Kirt A. Walker
790. Navigant, Julie Howard
791. Navistar International Corporation, Periso V. Lisboa
792. NCR Corporation, Michael D. Hayford
793. Nearpod Inc., Jose Carrera
794. NEPC, Michael P. Manning
795. NetApp, George Kurian
796. Netflix Inc., Reed Hastings
797. New Belgium Brewing, Steve Fehheimer
798. NewCo, John Battelle
799. Network of Executive Women, Sarah Alter
800. Nevada Society of CPAs, Anna Durst
801. New Jersey Society of CPAs, Ralph Albert Thomas
802. New York State Society of CPAs, Joanne S. Barry
803. New York Life, Ted Mathas\*
804. NYS Minorities in Criminal Justice Inc., Dawn Butler
805. The New York Times Company, Mark Thompson
806. Nexamp, Zaid Ashai
807. NI (National Instruments), Eric Starkloff

808. Nielsen, David W. Kenny  
809. NiSource, Joe Hamrock  
810. Nixon Peabody LLP, Andrew Glincher  
811. Norfolk Southern, James A. Squires  
812. North Carolina Association of CPAs, Sharon Bryson  
813. North Lake College, Christa Slejko  
814. Northern Illinois, Lisa C. Freeman  
815. Northampton Community College, Dr. Mark H. Erickson  
816. North Highland, Daniel Reardon  
817. Northern Trust Corporation, Michael O'Grady  
818. Northrop Grumman, Kathy Warden  
819. Northeast Wisconsin Technical College, Dr. H. Jeffrey Rafn  
820. Northstar Travel Media, LLC, Thomas Kemp  
821. Northwell Health, Michael Dowling  
822. Northwestern Mutual, John Schlifske  
823. Novant Health, Carl Armato  
824. NSF International, Kevan P. Lawlor  
825. Nuance Communications, Mark Benjamin  
826. Numly, Inc, Madhukar Govindaraju  
827. O'Connor & Drew P.C., Mark Dow  
828. Oaktree Capital Management, Jay Wintrob  
829. Oatey Co., Neal R. Restivo  
830. Obagi, Jaime Castle  
831. OceanFirst Bank, Christopher Maher  
832. Ocwen Financial Corporation, Glen A. Messina  
833. Ohio University, M. Duane Nellis  
834. OhioHealth, David Blom  
835. Oklahoma City Thunder, Clayton I. Bennett  
836. Oklahoma State University, V. Burns Hargis  
837. The Ohio Society of Certified Public Accountants, Scott D. Wiley  
838. The Ohio State University, Michael V. Drake  
839. Olympus Corporation of the Americas, Nacho Abia  
840. Omnicom Group, John Wren  
841. One To World, Jen Clarke  
842. OneAmerica, J. Scott Davison  
843. Oregon State University, Edward Ray  
844. Orrick, Herrington & Sutcliffe, LLP, Mitch Zuklie  
845. Oshkosh Corporation, Wilson Jones  
846. Out Athlete Fund, Alejandro Soejarto  
847. Out Leadership, Todd Sears  
848. Owens & Minor Inc., P. Cody Phipps  
849. Owens Corning, Brian Chambers  
850. Pace University, Marvin Krislov  
851. Pacific Life, James T. Morris  
852. Pacific Rim Capital, Inc., Marc Mills  
853. Palo Alto Networks, Nikesh Arora  
854. Pan-American Life Insurance Group, José S. Suquet  
855. Pancreatic Cancer Action Network, Julie Fleshman  
856. Papa John's, Rob Lynch  
857. Panduit, Dennis Renaud  
858. Park Hotels & Resorts, Thomas J. Baltimore, Jr.  
859. Park University, Greg Gunderson  
860. Parthenon Management Group, Sarah S. Timm, CAE, CMP-HC  
861. Participant Media, David Linde  
862. Partners HealthCare, Anne Klibanski, MD  
863. Paul Hastings LLP, Seth Zachary  
864. Paul, Weiss, Rifkind, Wharton & Garrison LLP, Brad S. Karp  
865. PayPal, Dan Schulman  
866. Peabody, Glenn Kellow  
867. Peloton, John Foley  
868. The Penn Mutual Life Insurance Company, Eileen C. McDonnell  
869. The Pennsylvania State University, Eric J. Barron  
870. Penn State College of Medicine and Penn State Health Milton S. Hershey Medical Center, Stephen M. Massini  
871. Penn State Erie, The Behrend College, Ralph M. Ford  
872. PepsiCo, Inc., Ramon Laguarda  
873. Perdue Farms, Randy Day  
874. Performance Contracting Group, William P. Massey  
875. Per Scholas, Plinio Ayala  
876. Pfizer Inc., Dr. Albert Bourla  
877. PFSweb, Mike Willoughby  
878. PGA of America, Seth Waugh  
879. PGA TOUR, Jay Monahan  
880. Pharmaceutical Research and Manufacturers of America (PhRMA), Stephen Ubl  
881. Philadelphia Union, Tim McDermott  
882. Physicians Mutual, Rob Reed  
883. PIMCO, Emmanuel Roman  
884. Pipeline Equity, Katica Roy  
885. Pittsburgh Pirates, Robert M. Nutting  
886. Pivot Interiors, Inc., Ken Baugh  
887. Plante Moran, James Proppe  
888. Playa Hotels and Resorts, Bruce D. Wardinski

889. *Ping Identity, Andre Durand*  
890. *Piper Sandler, Chad Abraham*  
891. *Pluralsight, Aaron Skonnard*  
892. *Point B, Mike Pongon*  
893. *Polaris, Scott Wine*  
894. *Portfolio Creative, Kristen Harris*  
895. *Portland General Electric, Maria Pope*  
896. *Post Acute Medical, Anthony F. Misitano*  
897. *PPG, Michael McGarry*  
898. *PPL Corporation, Vincent Sorgi*  
899. *PR Council, Kim Sample*  
900. *Presbyterian Healthcare Services, Dale Maxwell*  
901. *PrincetonOne, David E. Campeas*  
902. *Principal Financial Group*  
903. *Procure, Tooey Courtemanche*  
904. *Procter & Gamble, David Taylor\**  
905. *Progressive, Tricia Griffith*  
906. *Protective Life Corporation, Rich Bielen*  
907. *Proterra, Jack Allen*  
908. *Protiviti, Joseph A. Tarantino*  
909. *Provenance Wealth Advisors, Eric Zeitlin*  
910. *Providence College, Rev. Brian J. Shanley, O.P.*  
911. *Prudential, Charles F. Lowrey, Jr.*  
912. *PSEG, Ralph Izzo*  
913. *PTC, James E. Heppelmann*  
914. *Publicis Groupe, Arthur Sadoun*  
915. *Puppet, Inc., Yvonne Wassenaar*  
916. *Pure Romance LLC, Chris Cicchinelli*  
917. *PVH, Emanuel Chirico*  
918. *PwC, Tim Ryan\**  
919. *QIAGEN N.V., Thierry Bernard*  
920. *Qualcomm Incorporated, Steve Mollenkopf*  
921. *Quantum Workplace, Greg Harris*  
922. *Quartz Health Solutions, Inc., Terry R. Bolz*  
923. *Queens College CUNY, Felix V. Matos Rodriguez*  
924. *Quick Base, Ed Jennings*  
925. *Quicken Loans, Jay Farnar*  
926. *Qurate Retail Group, Mike George*  
927. *R1 RCM Inc., Joseph Flanagan*  
928. *Rabobank, Paul Beiboer*  
929. *Rockland Trust Company, Christopher Oddleifson*  
930. *Radian Group, Inc., Rick Thornberry*  
931. *Ralph Lauren Corporation, Patrice Louvet*  
932. *Randstad North America, Karen Fichuk*  
933. *Raymond James Financial, Paul C. Reilly*  
934. *RBC Capital Markets, LLC, John Thurlow*  
935. *Realogy, Ryan M. Schneider*  
936. *ReeceNichols Real Estate, Mike Frazier*  
937. *Red Wing Shoe Company, Mark. C. Urdahl*  
938. *Reed Smith LLP, Sandy Thomas*  
939. *Regency Centers, Lisa Palmer*  
940. *Regions Bank, John M. Turner, Jr.*  
941. *Reinsurance Group of America Inc., Anna Manning*  
942. *Renewable Energy Buyers Alliance (REBA), Miranda AA Ballentine*  
943. *Republic Services, Donald W. Slager*  
944. *RevGen Partners, Inc., Kirk Mielenz*  
945. *Reynolds American, Ricardo Oberlander*  
946. *RHR International LLP, Dante Capitano*  
947. *Ripple Effect, Amy Bielski*  
948. *Ripple Foods, Laura Flanagan*  
949. *Riverbed Technology, Inc., Rich McBee*  
950. *RKL LLP, Ed Monborne*  
951. *Robert Half International, M. Keith Waddell & Paul F. Gentzkow*  
952. *Robert Morris University, President Chris Howard, D.Phil.*  
953. *Rockwell Automation, Blake Moret*  
954. *Roofstock, Inc., Gary Beasley*  
955. *Rosetta Stone, John Hass*  
956. *Royal Neighbors of America, Cynthia A. Tidwell*  
957. *The Royster Group, Ken R. Taunton*  
958. *RRD, Daniel Knotts*  
959. *RSM US LLP, Joe Adams*  
960. *Rubicon, Nate Morris*  
961. *Russell Reynolds Associates, Clarke Murphy*  
962. *RXR Realty, Scott Rechler*  
963. *Ryan Companies, Brian C. Murray*  
964. *Saint Louis University, Fred P. Pestello, Ph. D.*  
965. *Saint Michael's College, Lorraine Sterritt*  
966. *Salesforce, Marc Benioff*  
967. *Salo, LLC, Amy Langer*  
968. *Sanofi North America, Bill Sibold*  
969. *Sage, Stephen Kelly*  
970. *Salary Finance, Aresh Sarkar*  
971. *SAS, Jim Goodnight*  
972. *Saturday Morning Group, Keith Cartwright*  
973. *Savills, Mitchell E. Rudin*  
974. *S&P Global, Douglas Peterson*  
975. *Schneider Downs, Steven D. Thompson and Timothy J. Hammer*  
976. *Schnitzer Steel Industries, Inc., Tamara L. Lundgren*  
977. *Schreiber Foods, Inc., Ron Dunford*

978. Seagate Technology, Dr. Dave Mosley  
979. Sealed Air, Ted Doheny  
980. Seattle Children's Hospital, Jeff Sperring, MD  
981. Second Street, Matt Coen  
982. Secura, David. D. Gross  
983. Securian Financial, Chris Hilger  
984. Sempra Energy, Jeffrey W. Martin  
985. Sensiba San Filippo LLP, John Sensiba  
986. SEO, William Goodloe  
987. Sepire, Michelle Steinberg  
988. Service Corporation International, Thomas L. Ryan  
989. The Sherwin-Williams Company, John G. Morikis  
990. Sheryl Sandberg & Dave Goldberg Family Foundation, Rachel Thomas  
991. Shook, Hardy & Bacon L.L.P., Madeleine McDonough  
992. Sidley Austin LLP, Michael J. Schmidtberger  
993. SIFMA, Kenneth E. Bentsen, Jr.  
994. Sikich LLP, Christopher L. Geier  
995. SingerLewak, Jim Pitrat  
996. Siskin Hospital for Physical Rehabilitation, Matthew A Gibson, PhD, FACHE  
997. Skoda Minotti, Gregory J. Skoda  
998. SkyWest, Russell A. (Chip) Childs  
999. Society for Human Resource Management, Johnny C. Taylor, Jr.  
1000. Socure, Tom Thimot  
1001. Sodexo North America, Sarosh Mistry  
1002. Sol-Up, Frank Rieger  
1003. Solar Energy Industries Association, Abigail Ross Hopper  
1004. The Solar Foundation, Andrea Luecke  
1005. SONIC, America's Drive-In, Clifford Hudson  
1006. Sonoco, Howard Coker  
1007. Sotera Health, LLC, Michael B. Petras, Jr.  
1008. Southern Company, Tom Fanning  
1009. Southern Illinois University System, Daniel Mahony  
1010. Southern New Hampshire University, Paul LeBlanc  
1011. SPEAR Physical Therapy, Dan Rootenberg  
1012. Spectrum Health, Christina Freese Decker  
1013. Spekit, Melanie Fellay  
1014. Spelman College, Mary Schmidt Campbell, Ph.D.  
1015. Spencer Stuart, Benjamin F. Williams  
1016. Spire Energy, Suzanne Sitherwood  
1017. Springboard Consulting LLC, Nadine O. Vogel  
1018. SPX Corporation, Gene Lowe  
1019. SRS Distribution, Inc., Daniel R. Tinker  
1020. St. Bonaventure University, Dennis R. DePerro, Ed.D.  
1021. St. John's University, Dr. Conrado Gempesaw  
1022. St. Louis Community College, Dr. Jeff L. Pittman  
1023. St. Louis Convention and Visitors Commission, Kathleen M. Ratcliffe  
1024. The Standard, J. Greg Ness  
1025. Standard Beverage Corporation, Darrell Swank  
1026. Stanley Black & Decker, Jim Loree  
1027. Stanley Consultants Inc., Kate Harris  
1028. Staples Inc., -  
1029. Star Legacy Foundation, Lindsey J. Wimmer  
1030. Starkey, Brandon Sawalich  
1031. State Street, Ronald O'Hanley  
1032. StateFarm, Michael L. Tipsord  
1033. StepStone Group, Scott Hart  
1034. Stetson University, Wendy B. Libby, Ph.D.  
1035. Stevens Institute of Technology, Nariman Farvardin  
1036. Stinson, Mark Hinderks  
1037. Strategic Education, Inc., Kari McDonnell  
1038. Stryker, Kevin Lobo  
1039. Substantial, Carey Jenkins  
1040. SunPower Corporation, Tom Werner  
1041. Sunrun Inc., Lynn Jurich  
1042. SurveyMonkey, Zander Lurie  
1043. Swiss Re, Eric Smith  
1044. Symantec, Greg Clark  
1045. Symetra Financial Corp., Margaret Mesiter  
1046. Synchrony Financial, Margaret Keane  
1047. Synpulse Management Consulting, Ingo Muschick  
1048. Sysco, Kevin P. Hourican  
1049. T&M Associates, Gary Dahms  
1050. Tanenbaum, Rev. Mark E. Fowler  
1051. Tapestry, Inc.,  
1052. Target Corporation, Brian Cornell  
1053. TCF Financial Corporation, Craig R. Dahl  
1054. TD Bank, Bharat B. Masrani  
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1056. Tech Soft 3D, Ron Fritz  
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1059. Team Rubicon, Jake Wood  
1060. TEKsystems, Jay Alvather  
1061. Teladoc Health, Inc., Jason Gorevic

1062. Televerde, Morag Lucey
1063. TEMPO Milwaukee, Jennifer Dirks
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1065. TerraPro Solutions, Kimberlee Centera
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1071. Thermo Fisher Scientific, Marc Casper
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1145. USAA, Wayne Peacock



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