

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

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

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

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

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

378. *DIA, Barbara Lopez Kunz*
379. *Diageo North America, Deirdre Mahlan*
380. *DICK'S Sporting Goods, Edward Stack*
381. *Digi International Inc., Ron Konezny*
382. *Dine Brands Global, Stephen P. Joyce*
383. *Discover Financial Services, Roger Hochschild*
384. *Discovery Education, Bill Goodwyn*
385. *Diversity Best Practices, Subha Barry*
386. *DiversityInc, Luke Visconti*
387. *Diversity Marketplace, Tim McChristian*
388. *Dixon Hughes Goodman LLP, Matt Snow*
389. *DLL Group, Bill Stephenson*
390. *DMJ & Co., PLLC, Michael R. Gillis*
391. *DNA, Alan Brown*
392. *Dominion Energy, Thomas F. Farrell, II*
393. *Dominium, Paul Sween*
394. *Dotdash, Neil Vogel*
395. *The Dow Chemical Company, Jim Fitterling*
396. *Draper Aden Associates, Jeffrey N. Lighthiser*
397. *DST Systems, Inc., Steve Hooley*
398. *DSM North America, Hugh Welsh*
399. *DTCC, Michael Bodson*
400. *DTE Energy, Gerardo Norcia*
401. *Duke Energy, Lynn Good*
402. *Duke Realty Corporation, Jim Connor*
403. *Duke University, Vincent Price*
404. *Dunkin' Brands, David Hoffmann*
405. *DuPont, Edward D. Breen*
406. *Dynamic Signal, Eric Brown*
407. *East Bay Leadership Council, Kristin Braun Connelly*
408. *Eaton, Craig Arnold*
409. *Eaton Vance Corp., Thomas E. Faust Jr.*
410. *Ebby Halliday Companies, Christian J. Kelly*
411. *Ecolab, Inc., Douglas Baker*
412. *ECRI, Marcus Schabacker*
413. *Edinboro University, Michael Hannan*
414. *Edison International, Pedro J. Pizarro*
415. *Edelman, Richard Edelman*
416. *EDP Renewables North America LLC, Miguel Angel Prado*
417. *Education Development Center, David Offensend*
418. *Educational Testing Service, Walt MacDonal*
419. *Edward Jones, Penny Pennington*
420. *Edwards Lifesciences, Michael Mussallmen*
421. *Eli Lilly and Company, David A. Ricks*
422. *eMDs, Inc., Derek Pickell*
423. *Emerson, David Farr*
424. *Empower Energies, John Clapp*
425. *Empower Retirement, Edmund Murphy*
426. *Encompass Health, Mark Tarr*
427. *Encova Insurance, David L. Kaufman*
428. *Energetiq Technology, Inc., Debbie Gustafson*
429. *Endo International plc, Blaise Coleman*
430. *EngageSmart Inc., Bob Bennett*
431. *Entercom Communications Corp., David Field*
432. *Entergy, Leo P. Denault*
433. *Envision Healthcare, Jim Rechten*
434. *Equilar, David Chun*
435. *Equinix, Charles J. Meyers*
436. *Equitable, Mark Pearson*
437. *Equity Residential, Mark J. Parrell*
438. *Ergotron, Inc., Chad J. Severson*
439. *EQT Corporation, Robert J. McNally*
440. *Equifax, Inc., Mark W. Begor*
441. *Erie Insurance, Timothy G. NeCastro*
442. *ESI, Michael Burger*
443. *The Estée Lauder Companies, Fabrizio Fred*
444. *Etsy, Inc., Josh Silverman*
445. *Eversource Energy, James J. Judge*
446. *Everyday Life Insurance, Jake Tamarkin*
447. *Evia Corp, Hilary Laney*
448. *Evonik, John Rolando*
449. *Ewing Marion Kauffman Foundation, Wendy Guillies*
450. *Exact Staff, Karenjo Goodwin*
451. *The Executive Leadership Council, Skip Spriggs*
452. *The Global Good Fund, Carrie Rich*
453. *Exelon, Christopher Crane*
454. *Expedia Group, Peter Kern*
455. *Express Scripts, Timothy C. Wentworth*
456. *EY, Kelly Grier*
457. *F5 Networks, Inc., François Locoh-Donou*
458. *Facing History and Ourselves, Roger Brooks*
459. *FactSet, Phil Snow*
460. *Face Reality Skincare, Jeremy Soine*
461. *Fannie Mae, Hugh R. Frater*
462. *Farmers Insurance, Jeff Dailey*
463. *Faurecia USA Holdings, Inc., Kevin Lammers*
464. *Federal Home Loan Bank of Chicago, Matthew R. Feldman*
465. *Federal Home Loan Bank of Des Moines, Kris Williams*
466. *Federal Home Loan Bank of Indianapolis, Cindy L. Konich*
467. *Federal Home Loan Bank of San Francisco, J. Gregory Seibly*
468. *Feeding America, Claire Babineaux-Fontenot*

469. *Fenton, Ben Wyskida*
470. *Ferrara Candy Company, Todd Siwak*
471. *Federal Home Loan Bank of Cincinnati, Andrew S. Howell*
472. *Fiat Chrysler Automobiles N.V. (FCA), Mike Manley*
473. *Fidelity Life Association, James Hohmann*
474. *Fifth Third Bank, Greg Carmichael*
475. *Financial Industry Regulatory Authority, Inc., Robert Cook*
476. *Firehouse Subs, Don Fox*
477. *First Command Financial Services, Inc., Mark Steffe*
478. *FirstEnergy, Chuck Jones*
479. *First Midwest Bancorp, Inc., Michael L. Scudder*
480. *FIS, Gary Norcross*
481. *Fiserv, Frank Bisignano*
482. *Fisher & Phillips, LLP, Roger K. Quillen*
483. *Flagstar Bank, Sandro DiNello*
484. *Fleet Feet, Joey Pointer*
485. *Follett Corporation, Patrick Connolly*
486. *The Ford Motor Company, James P. Hackett*
487. *Fortive, Jim Lico*
488. *Fortune Brands Home and Security, Nicholas Fink*
489. *Fossil Group, Inc., Kosta Kartsotis*
490. *Framingham State University, F. Javier Cevallos*
491. *Franklin Templeton, Jenny Johnson*
492. *FranklinCovey, Robert A. Whitman*
493. *Frazier & Deeter, LLC, Wm. Seth McDaniel*
494. *Fred Hutchinson Cancer Research Center, Gary Gilliland, M.D., Ph.D*
495. *Frontier Communications, Dan McCarthy*
496. *Frost Brown Todd, Adam P. Hall*
497. *FS Investments, Michael Forman*
498. *FTI Consulting, Steve Gunby*
499. *Gallagher, J. Patrick Gallagher*
500. *GAF Energy, Martin DeBono*
501. *Gannett Co., Michael E. Reed*
502. *Gap, Inc., Art Peck*
503. *Gartner, Gene Hall*
504. *Gas South, Kevin Greiner*
505. *Genentech, Alexander Hardy*
506. *General Atlantic, Bill Ford**
507. *General Mills, Jeff Harmening*
508. *General Motors, Mary Barra*
509. *George Mason University, Angel Cabrera*
510. *Georgetown University, John J. DeGioia, Ph.D.*
511. *Gettysburg College, Janet Morgan Riggs*
512. *GID, Robert E. DeWitt*
513. *Girl Scouts of the USA, Judith Batty*
514. *Global Atlantic Financial Group, Allan Levine*
515. *Global Payments Inc., Jeffrey S. Sloan*
516. *Global Tax Network US, LLC, David S. Kolb*
517. *Good Sports Plus DBA "ARC", Brad Lupien*
518. *Goodmans Interior Structures, Adam Goodman*
519. *Goodwill Industries International, Inc. -*
520. *Goodwyn, Mills and Cawood, Inc., Jeffrey A. Brewer, AIA*
521. *Gopher Resources, Brian Leen*
522. *Grange Insurance, John Ammendola*
523. *Grant Thornton LLP, Bradley J. Preber*
524. *Great Place to Work, Michael C. Bush*
525. *Greater Cleveland Partnership, Joseph D. Roman*
526. *Greater Green Bay Chamber, Laurie Radke*
527. *Greater Green Bay Community Foundation, Dennis Buehler*
528. *Greater Houston Partnership, Bob Harvey*
529. *Greater Kansas City Chamber of Commerce, Joe Reardon*
530. *Green Hasson Janks, Tom Barry*
531. *GRID*
532. *Griffith Foods Inc., TC Chatterjee*
533. *Groupon, Aaron Cooper*
534. *GTCR, Craig Bondy*
535. *The Guardian Life Insurance Company, Deanna Mulligan*
536. *Guitar Center, Ron Japinga*
537. *H&CO, LLP, Armando Hernandez*
538. *H&R Block, Jeffrey J. Jones II*
539. *Hall & Evans, LLC, Lance Eberhart*
540. *Hall Capital Partners, LLC, Kathryn A. Hall*
541. *Hamamatsu Corporation, Craig Walling*
542. *Handshake, Garrett Lord*
543. *Hannon Armstrong, Jeff Eckel*
544. *Hannover Life Reassurance Company of America, Peter R. Schaefer*
545. *The Hanover Insurance Group, John C. Roche*
546. *Hantzmon Wiebel LLP, Jennifer Lehman*
547. *Harley Davidson, Inc., Jochen Zeitz*
548. *HARMAN, Michael Mauser*
549. *Harvard Business Publishing, David Wan*
550. *Hasbro, Inc., Brian Goldner*
551. *The Haskell Company, Jim O'Leary*

552. *Headspring, Dustin Wells*
553. *Herrmann International, Karim Morgan Nehdi*
554. *The Hartford, Christopher J. Swift*
555. *Harvard Pilgrim Health Care, Michael Carson*
556. *Havi, Russ Smyth*
557. *HealthHive, Stephen Farber*
558. *Health Partners, Andrea M. Walsh*
559. *Heitman, LLP, Maury Tognarelli*
560. *Henderson Engineers, Rich Smith*
561. *Henry Ford Health System, Wright L. Lassiter III*
562. *Hepalink, Frank Sun*
563. *Herbalife Nutrition, John Agwunobi*
564. *Herman Miller, Inc., Andi Owen*
565. *The Hershey Company, Michele Buck*
566. *Hershey Entertainment & Resorts, John Lawn*
567. *Hewlett Packard Enterprise, Antonio Neri*
568. *Highmark Health, David L. Holmberg*
569. *Hillrom, John Groetelaars*
570. *Hilton Worldwide, Christopher J. Nassetta*
571. *Hispanic Association of Colleges and Universities, Antonio Flores*
572. *Hispanic Association on Corporate Responsibility, Cid Wilson*
573. *HLB International, Marco Donzelli*
574. *HNI Corporation, Jeffrey Lorenger*
575. *HP Inc., Dion Weisler*
576. *The Home Depot, Craig Menear*
577. *Horace Mann, Marita Zuraitis*
578. *Horizon Therapeutics, Timothy P. Walbert*
579. *Host Hotels, James F. Risoleo*
580. *Houghton Mifflin Harcourt, Jack Lynch*
581. *Houston Grand Opera, Perryn Leech*
582. *The Howard Hughes Corporation, Paul Layne*
583. *Howard University, Wayne A.I. Frederic*
584. *HSBC, Patrick J. Burke*
585. *Hudson Pacific Properties, Inc., Victor Coleman*
586. *Humana, Bruce Broussard*
587. *Humu, Laszlo Bock*
588. *Huntington Bank, Steve Steinour*
589. *Huntington Ingalls Industries, Mike Petters*
590. *Hyatt Hotel Corporation, Mark Hoplamazian*
591. *Hyland, Bill Primer*
592. *IAC, Joey Levin*
593. *IAC Applications, Tim Allen*
594. *IBM, Ginni Rometty*
595. *iCIMS, Inc., Steve Lucas*
596. *IDEAS xLab, Josh Miller*
597. *IDOC, David S. Brown*
598. *Income Research + Management, William A. O'Malley*
599. *IHS Markit, Lance Uggla*
600. *IKEA US, Lars Petersson*
601. *Illinois CPA Society, Todd Shapiro*
602. *Illinois Tool Works Inc., E. Scott Santi*
603. *Illumina, Francis deSouza*
604. *Impact100 Council, Wendy H. Steele*
605. *Impossible Foods, Dr. Patrick Brown*
606. *InCheck, Andy Gallion*
607. *Indiana CPA Society, Jennifer B. Briggs*
608. *Infectious Diseases Society of America, Christopher D. Busky*
609. *Information Technology Senior Management Forum, Viola Thompson*
610. *Inforum, Terry Barclay*
611. *Infoblox, Jesper Andersen*
612. *Ingersoll Rand*
613. *Ingredient, Ilene Gordon*
614. *InnerWorkings, Rich Stoddart*
615. *INROADS, Inc., Forest T. Harper Jr.*
616. *INSIGHT Into Diversity, Holly Mandelson*
617. *Institute for Corporate Productivity, Kevin Oakes*
618. *Institute of Food Technologists, Christie A. Tarantino-Dean*
619. *Integra Life Sciences, Peter J. Arduini*
620. *Integral, Ethan McCarty*
621. *Intel Corporation, Bob Swan*
622. *InterContinental Hotels Group, Keith Barr*
623. *International Council of Shopping Centers, Tom McGee*
624. *International Flavors & Fragrances, Inc., Andreas Fibig*
625. *Interpublic Group, Michael Roth*
626. *Intren LLC, Kelly Tomblin*
627. *Intuit, Sasan Goodarzi*
628. *Invesco Ltd., Martin L. Flanagan*
629. *Investcorp Investments International, Mohammed Mahfoodh Alardhi*
630. *Investors Community Bank, Tim Shneider*
631. *Iowa Society of CPAs, Cynthia S. Adams*
632. *iRobot, Colin Angle*
633. *ISO New England Inc., Gordon Van Welie*
634. *ITT Inc., Luca Savi*
635. *Jack in the Box, Inc., Lenny Comma*
636. *Jackson, Michael Falcon*
637. *Jackson Lewis P.C., Vincent Cino*
638. *James Madison University, Jonathan R. Alger*

639. *Janney Montgomery Scott LLC, Timothy Scheve*
640. *JazzHR, Peter T. Lamson*
641. *JBG Smith, W. Matt Kelly*
642. *J. C. Penney, Jill Soltau*
643. *JE Dunn Construction Company, Gordon Lansford*
644. *JLL Americas, Greg O'Brien*
645. *J.D. Power & Associates, Dave Habiger*
646. *J.M. Huber Corporation, Michael L. Marberry*
647. *The J.M. Smucker Co., Mark T. Smucker*
648. *John Hancock, Marianne Harrison*
649. *Johnson & Johnson, Alex Gorsky*
650. *Johnson Controls International plc, George R. Oliver*
651. *Johnson Lambert LLP, John M. Prescott*
652. *JP Morgan Chase & Co., Jamie Dimon*
653. *Juniper Networks, Rami Rahim*
654. *K12, Nate Davis*
655. *Kaiser Permanente, -*
656. *The Kaleidoscope Group, LLC, Doug Harris*
657. *Kanarys, Inc., Mandy Price*
658. *Katten Muchin Rosenman LLP, Noah S. Heller*
659. *Katz, Sapper & Miller, Davis Resnick*
660. *Kaufman Rossin, Blain L. Heckaman*
661. *Keiter, Gary G. Wallace*
662. *Kellogg Company, Steve Cahillane*
663. *KeyBank, Christopher M. Gorman*
664. *Kilpatrick Townsend & Stockton LLP, Henry Walker*
665. *Kimberly-Clark Corporation, Mike Hsu*
666. *KIMCO Realty Corporation, Conor Flynn*
667. *Kindeva Drug Delivery, Aaron Mann*
668. *Kinetic Communities Consulting, Daphany Rose Sanchez*
669. *Kindred Healthcare, Ben Breier*
670. *King's College, Reverend John J. Ryan*
671. *KKR, George R. Roberts, Henry R. Kravis*
672. *Kohl's, Michelle Gass*
673. *KPMG, Paul Knopp**
674. *Krause Group, Kyle J. Krause*
675. *Kreischer Miller, Chris Meshginpoosh*
676. *Kroger, Rodney McMullen*
677. *L3Harris Technologies, William M. Brown*
678. *La-Z-Boy Incorporated, Kurt L. Darrow*
679. *Ladies Professional Golf Association, Michael Whan*
680. *Land O'Lakes, Inc., Beth E. Ford*
681. *Lasell Village, Anne Doyle*
682. *Latham & Watkins LLP, Richard M. Trobman*
683. *Lathrop Gage LLP, Cameron Garrison*
684. *L Catterton, J. Michael Chu and Scott Dahnke*
685. *Le Moyne College, Linda M. LeMura*
686. *Lead Bank, Joshua C. Rowland*
687. *LEAD360, Dr. Eric Wynstin Walton*
688. *Leadership Education for Asian Pacifics, Inc. (LEAP), Linda Akutagawa*
689. *Lear Corporation, Raymond E. Scott*
690. *Legg Mason Global Asset Management, Joe Sullivan*
691. *Lehigh University, John D. Simon*
692. *Leidos, Roger Krone*
693. *Lennox International, Inc., Todd Bluedorn*
694. *Levi Strauss & Co, Chip Bergh*
695. *LGA, LLP, John D. Geraci*
696. *Libbey Inc, Michael Bauer*
697. *Liberty Latin America, Balan Nair*
698. *Liberty Mutual Insurance Group, David H. Long*
699. *Lifebanc, Gordon R. Bowen*
700. *Lifespan, Timothy J. Babineau, MD*
701. *Life Cycle Engineering, Bob Fei*
702. *Limbix, Ben Lewis*
703. *Limeade, Henry Albrecht*
704. *LINC, Donna R. Cornelius*
705. *Lincoln Electric, Christopher L. Mapes*
706. *Lincoln Financial Group, Dennis R. Glass*
707. *Linkage, Inc., Jennifer McCollum*
708. *LL Global, David Levenson*
709. *LGA CPAs and Business Providers, John D. Geraci*
710. *Lockheed Martin, -*
711. *Lockton Companies, LLC, Peter F. Clune, III*
712. *L'Oreal USA, Frédéric Rozé*
713. *Loqules, Jai Al-Attas*
714. *Lowe's Companies, Inc., Marvin Ellison*
715. *The Lubrizol Corporation, Eric Schnur*
716. *Lumeri, Lucina Hanover*
717. *M Financial Group, Westley V. Thompson*
718. *Macy's, Jeff Gennette*
719. *Madison College, Dr. Jack E. Daniels III*
720. *Major League Baseball, Rob Manfred*
721. *Management Leadership for Tomorrow, John Rice*
722. *ManpowerGroup, Jonas Prising*
723. *Marcum LLP, Jeffrey M. Weiner*
724. *Marcus Thomas LLC, Jim Nash*
725. *Marist College, David Yellen*
726. *Marriott International, Arne Sorenson*
727. *Mars, Incorporated, Grant Reid*

728. Marsh & McLennan Companies, Daniel S. Glaser
729. Mary Free Bed Rehabilitation Hospital, Kent Riddle
730. M&T Bank, Rene F. Jones
731. Maryland Association of CPAs and Business Learning Institute, Tom Hood
732. Masco Corporation, Keith J. Allman
733. Massachusetts Society of CPAs, Amy A. Pitter
734. MassMutual, Roger Crandall
735. Mastercard, Ajay Banga
736. Matrix Service Company, John R. Hewitt
737. Mattel Inc., Ynon Kreiz
738. Maxim Healthcare Services, Bill Butz
739. Maxwell, Adriana Cisneros Basulto
740. Mazars USA, LLP, Victor Wahba
741. Mazuma Credit Union, Deonne Christensen
742. McAfee, Chris Young
743. McDermott, David Dickson
744. McKesson Corporation. Brian S. Tyler
745. McKinley Advisors, Jay Younger
746. McKinsey & Company, Liz Hilton Segel
747. McLane Middleton Professional Association, Cathleen A. Schmidt
748. MCM CPAs & Advisors, Brad Smith
749. MDA Leadership, Scott E. Nelson
750. MDC Partners, Mark Penn
751. MedChi, The Maryland State Medical Society, Gene Ransom, III
752. Medallia, Leslie Stretch
753. Medical Mutual, Rick Chiricosta
754. Medica, John Naylor
755. Medidata, Tarek Sherif
756. Medtronic, Omar Ishra
757. Meijer, Inc., Rick Keyes
758. Menasha Corporation, James Kotek
759. Mercedes-Benz USA, Nicholas Speeks
760. Merck, Ken Frazier
761. Meredith Corporation, Tom Harty
762. Mesirow Financial, Richard S. Price
763. MetLife, Michel Khalaf
764. The MetroHealth System, Akram Boutros, MDMFH
765. MFHA, Gerry Fernandez
766. Miami University (Ohio), Dr. Gregory P. Crawford
767. Michelman, Steven J. Shifman
768. Micron Technology, Inc., Sanjay Mehrotra
769. Miles & Stockbridge, Nancy Green
770. Milliken & Company, Halsey M. Cook
771. Minnesota Wild, Craig L. Leipold
772. Minor League Baseball, Pat O'Conner
773. Mizuho Securities USA LLC, Jerry Rizzieri
774. Mobility Credit Union, Ron Perry
775. Modern Energy, Mark J. Laabs
776. Moderna, Stephane Bancel
777. The MITRE Corporation, Dr. Jason Providakes
778. Molson Coors Beverage Company, Gavin Hattersley
779. Mondelez International, Dirk Van de Put
780. Montefiore St. Luke's Cornwall, Joan Cusack-McGuirk
781. Moody's, Raymond McDaniel Jr.
782. Moravian College, Bryon L. Grigsby
783. Morgan Stanley, James P. Gorman
784. Morgan State University, Dr. David Wilson
785. Morneau Shepell, Stephen Liptrap
786. Morningstar, Kunal Kapoor
787. Mortenson, Dan Johnson
788. Mount Mary University, Christine Pharr
789. Movado Group Inc., Efraim Grinberg
790. Mr. Cooper Group, Jay Bray
791. MSX International, Fred Minturn
792. Mutual of Omaha, James Blackledge
793. My Gym Enterprises, Cory Bertisch
794. My Gym Foundation, Aleah Whaley
795. National Association of Black Accountants, Inc., Walter J. Smith
796. National Association of Boards of Pharmacy, Lemrey "Al" Carter
797. National Association of Manufacturers, Jay Timmons
798. National Bank Holdings Corporation, Tim Laney
799. National Basketball Association, Adam Silver
800. National Center for Women & Information Technology, Lucy Sanders
801. National Down Syndrome Society, Kandi Pickard
802. The National GEM Consortium, Brennon Marcano
803. National Grid PLC, John Pettigrew
804. National HBCU Business Deans Roundtable, Joe M. Ricks, Jr.
805. National Life Group, Mehran Assadi
806. National Multiple Sclerosis Society, Cyndi Zagieboylo
807. National Organization on Disability, Carol Glazer

808. *National Retail Federation, Matthew Shay*
809. *Nationwide, Kirt A. Walker*
810. *Navigant, Julie Howard*
811. *Navistar International Corporation, Periso V. Lisboa*
812. *NCR Corporation, Michael D. Hayford*
813. *Nearpod Inc., Jose Carrera*
814. *NEPC, Michael P. Manning*
815. *NetApp, George Kurian*
816. *Netflix Inc., Reed Hastings*
817. *New Belgium Brewing, Steve Fechheimer*
818. *NewCo, John Battelle*
819. *Newell Brands, Ravi Saligram*
820. *Network of Executive Women, Sarah Alter*
821. *Neustar, Inc., Charles E. Gottdiener*
822. *Nevada Society of CPAs, Anna Durst*
823. *New Jersey Society of CPAs, Ralph Albert Thomas*
824. *New York State Society of CPAs, Joanne S. Barry*
825. *New York Life, Ted Mathas**
826. *NYS Minorities in Criminal Justice Inc., Dawn Butler*
827. *The New York Times Company, Mark Thompson*
828. *Nexamp, Zaid Ashai*
829. *NI (National Instruments), Eric Starkloff*
830. *Nielsen, David W. Kenny*
831. *NiSource, Joe Hamrock*
832. *Nixon Peabody LLP, Andrew Glincher*
833. *Norfolk Southern, James A. Squires*
834. *North Carolina Association of CPAs, Sharon Bryson*
835. *North Lake College, Christa Slejko*
836. *Northern Illinois, Lisa C. Freeman*
837. *Northampton Community College, Dr. Mark H. Erickson*
838. *North Highland, Daniel Reardon*
839. *Northern Trust Corporation, Michael O'Grady*
840. *Northrop Grumman, Kathy Warden*
841. *Northeast Wisconsin Technical College, Dr. H. Jeffrey Rafn*
842. *Northstar Travel Media, LLC, Thomas Kemp*
843. *Northwell Health, Michael Dowling*
844. *Northwestern Mutual, John Schlifske*
845. *Novant Health, Carl Armato*
846. *NSF International, Kevan P. Lawlor*
847. *Nuance Communications, Mark Benjamin*
848. *Numly, Inc, Madhukar Govindaraju*
849. *O'Connor & Drew P.C., Mark Dow*
850. *Oaktree Capital Management, Jay Wintrob*
851. *Oatey Co., Neal R. Restivo*
852. *Obagi, Jaime Castle*
853. *OceanFirst Bank, Christopher Maher*
854. *Ocwen Financial Corporation, Glen A. Messina*
855. *Ohio University, M. Duane Nellis*
856. *OhioHealth, David Blom*
857. *Oklahoma City Thunder, Clayton I. Bennett*
858. *Oklahoma State University, V. Burns Hargis*
859. *The Ohio Society of Certified Public Accountants, Scott D. Wiley*
860. *The Ohio State University, Michael V. Drake*
861. *Olympus Corporation of the Americas, Nacho Abia*
862. *Omnicom Group, John Wren*
863. *Oncor, Allen Nye*
864. *One To World, Jen Clarke*
865. *OneAmerica, J. Scott Davison*
866. *Oregon State University, Edward Ray*
867. *Orrick, Herrington & Sutcliffe, LLP, Mitch Zuklie*
868. *Oshkosh Corporation, Wilson Jones*
869. *Out Athlete Fund, Alejandro Soejarto*
870. *Out Leadership, Todd Sears*
871. *Owens & Minor Inc., P. Cody Phipps*
872. *Owens Corning, Brian Chambers*
873. *Pace University, Marvin Krislov*
874. *Pacific Life, James T. Morris*
875. *Pacific Rim Capital, Inc., Marc Mills*
876. *Palo Alto Networks, Nikesh Arora*
877. *Pan-American Life Insurance Group, José S. Suquet*
878. *Pancreatic Cancer Action Network, Julie Fleshman*
879. *Papa John's, Rob Lynch*
880. *Parchment, Matthew Pittinsky*
881. *Panduit, Dennis Renaud*
882. *Park Hotels & Resorts, Thomas J. Baltimore, Jr.*
883. *Park University, Greg Gunderson*
884. *Parthenon Management Group, Sarah S. Timm, CAE, CMP-HC*
885. *Participant Media, David Linde*
886. *Partners HealthCare, Anne Klibanski, MD*
887. *Paul Hastings LLP, Seth Zachary*
888. *Paul, Weiss, Rifkind, Wharton & Garrison LLP, Brad S. Karp*
889. *PayPal, Dan Schulman*
890. *Peabody, Glenn Kellow*

891. *Peloton, John Foley*
892. *Peninsula Family Service, Heather Cleary*
893. *The Penn Mutual Life Insurance Company, Eileen C. McDonnell*
894. *The Pennsylvania State University, Eric J. Barron*
895. *Pentair Management Company, John Stauch*
896. *Penn State College of Medicine and Penn State Health Milton S. Hershey Medical Center, Stephen M. Massini*
897. *Penn State Erie, The Behrend College, Ralph M. Ford*
898. *PepsiCo, Inc., Ramon Laguarda*
899. *Perdue Farms, Randy Day*
900. *Performance Contracting Group, William P. Massey*
901. *Per Scholas, Plinio Ayala*
902. *Pfizer Inc., Dr. Albert Bourla*
903. *PFSweb, Mike Willoughby*
904. *PGA of America, Seth Waugh*
905. *PGA TOUR, Jay Monahan*
906. *Pharmaceutical Research and Manufacturers of America (PhRMA), Stephen Ubl*
907. *Philadelphia Union, Tim McDermott*
908. *Physicians Mutual, Rob Reed*
909. *PIMCO, Emmanuel Roman*
910. *Pipeline Equity, Katica Roy*
911. *Pittsburgh Pirates, Robert M. Nutting*
912. *Pivot Interiors, Inc., Ken Baugh*
913. *Plante Moran, James Proppe*
914. *Playa Hotels and Resorts, Bruce D. Wardinski*
915. *Ping Identity, Andre Durand*
916. *Piper Sandler, Chad Abraham*
917. *Pluralsight, Aaron Skonnard*
918. *Point B, Mike Pongon*
919. *Polaris, Scott Wine*
920. *Portfolio Creative, Kristen Harris*
921. *Portland General Electric, Maria Pope*
922. *Post Acute Medical, Anthony F. Misitano*
923. *PPG, Michael McGarry*
924. *PPL Corporation, Vincent Sorgi*
925. *PR Council, Kim Sample*
926. *Presbyterian Healthcare Services, Dale Maxwell*
927. *PrincetonOne, David E. Campeas*
928. *Principal Financial Group*
929. *Procore, Tooley Courtemanche*
930. *Procter & Gamble, David Taylor**
931. *Progressive, Tricia Griffith*
932. *Protective Life Corporation, Rich Bielen*
933. *Proterra, Jack Allen*
934. *Protiviti, Joseph A. Tarantino*
935. *Provenance Wealth Advisors, Eric Zeitlin*
936. *Providence College, Rev. Brian J. Shanley, O.P.*
937. *Prudential, Charles F. Lowrey, Jr.*
938. *PSEG, Ralph Izzo*
939. *PTC, James E. Heppelmann*
940. *Publicis Groupe, Arthur Sadoun*
941. *Puppet, Inc., Yvonne Wassenaar*
942. *Pure Romance LLC, Chris Cicchinelli*
943. *PVH, Emanuel Chirico*
944. *PwC, Tim Ryan**
945. *QIAGEN N.V., Thierry Bernard*
946. *Qualcomm Incorporated, Steve Mollenkopf*
947. *Quantum Workplace, Greg Harris*
948. *Quartz Health Solutions, Inc., Terry R. Bolz*
949. *Queens College CUNY, Felix V. Matos Rodriguez*
950. *Quick Base, Ed Jennings*
951. *Quicken Loans, Jay Farner*
952. *Qurate Retail Group, Mike George*
953. *R1 RCM Inc., Joseph Flanagan*
954. *Rabobank, Paul Beiboer*
955. *Rockland Trust Company, Christopher Oddleifson*
956. *Radian Group, Inc., Rick Thornberry*
957. *Ralph Lauren Corporation, Patrice Louvet*
958. *Randstad North America, Karen Fichuk*
959. *Raymond James Financial, Paul C. Reilly*
960. *RBC Capital Markets, LLC, John Thurlow*
961. *Realogy, Ryan M. Schneider*
962. *ReeceNichols Real Estate, Mike Frazier*
963. *Red Wing Shoe Company, Mark. C. Urdahl*
964. *Reed Smith LLP, Sandy Thomas*
965. *Regency Centers, Lisa Palmer*
966. *Regions Bank, John M. Turner, Jr.*
967. *Reinsurance Group of America Inc., Anna Manning*
968. *Renewable Energy Buyers Alliance (REBA), Miranda AA Ballentine*
969. *Republic Services, Donald W. Slager*
970. *RevGen Partners, Inc., Kirk Mielenz*
971. *Reynolds American, Ricardo Oberlander*
972. *RHR International LLP, Dante Capitano*
973. *Ripple Effect, Amy Bielski*
974. *Ripple Foods, Laura Flanagan*
975. *Riverbed Technology, Inc., Rich McBee*
976. *RKL LLP, Ed Monborne*

977. *Robert Half International, M. Keith Waddell & Paul F. Gentzkow*
978. *Robert Morris University, President Chris Howard, D.Phil.*
979. *Rockwell Automation, Blake Moret*
980. *Roofstock, Inc., Gary Beasley*
981. *Rosetta Stone, John Hass*
982. *Royal Neighbors of America, Cynthia A. Tidwell*
983. *The Royster Group, Ken R. Taunton*
984. *RRD, Daniel Knotts*
985. *RSM US LLP, Joe Adams*
986. *Rubicon, Nate Morris*
987. *Russell Reynolds Associates, Clarke Murphy*
988. *Rutgers The State University of NJ, Jonathan Holloway*
989. *RXR Realty, Scott Rechler*
990. *Ryan Companies, Brian C. Murray*
991. *Saint Louis University, Fred P. Pestello, Ph. D.*
992. *Saint Michael's College, Lorraine Sterritt*
993. *Salesforce, Marc Benioff*
994. *Salo, LLC, Amy Langer*
995. *Sanofi North America, Bill Sibold*
996. *Sage, Stephen Kelly*
997. *Salary Finance, Asesh Sarkar*
998. *SAS, Jim Goodnight*
999. *Saturday Morning Group, Keith Cartwright*
1000. *Savills, Mitchell E. Rudin*
1001. *S&P Global, Douglas Peterson*
1002. *Schneider Downs, Steven D. Thompson and Timothy J. Hammer*
1003. *Schnitzer Steel Industries, Inc., Tamara L. Lundgren*
1004. *Schreiber Foods, Inc., Ron Dunford*
1005. *Seagate Technology, Dr. Dave Mosley*
1006. *Sealed Air, Ted Doheny*
1007. *Seattle Children's Hospital, Jeff Sperring, MD*
1008. *Second Street, Matt Coen*
1009. *Secura, David. D. Gross*
1010. *Securian Financial, Chris Hilger*
1011. *Sempra Energy, Jeffrey W. Martin*
1012. *Sensiba San Filippo LLP, John Sensiba*
1013. *SEO, William Goodloe*
1014. *Sepire, Michelle Steinberg*
1015. *Service Corporation International, Thomas L. Ryan*
1016. *The Sherwin-Williams Company, John G. Morikis*
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