

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., David Channer*
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. *Acadia Realty Trust, Kenneth F. Bernstein*
13. *Accenture, Julie Sweet**
14. *Acoustical Society of America, Susan Fox*
15. *Achieve3000, Stuart Udell*
16. *ACT, Inc., Janet Godwin*
17. *Action for Healthy Kids, Robert Bisceglie*
18. *Adient plc, -*
19. *Adobe, Shantanu Narayen*
20. *ADP, Carlos Rodriguez*
21. *Adtalem Global Education, Lisa W. Wardell*
22. *AdvaMed, Scott Whitaker*
23. *Advance Auto Parts, Inc., Thomas Greco*
24. *Advanced Group, Leo J. Sheridan*
25. *Advanced Micro Devices, Inc., Dr. Lisa Su*
26. *Advancing Minorities' Interest in Engineering, Veronica L. Nelson*
27. *Advancing Women Executives, Meiko Takayama*
28. *AdvanSix, Erin Kane*
29. *Adventure Rock Climbing & Fitness, Jim Guarnaccio*
30. *Advocate Aurora Health, Jim Skogsbergh*
31. *Ad Council, Lisa Sherman*
32. *AEG, Dan Beckerman*
33. *AEI Consultants, Holly Neber*
34. *Aerospace Corporation, Steve Isakowitz*
35. *The AES Corporation, Andres R. Gluski*
36. *Agilent Technologies, Mike McMullen*
37. *Agios Pharmaceuticals, Jacquelyn A. Fouse*
38. *AICPA, Barry C. Melancon, CPA, CGMA*
39. *AIG, Brian Duperreault*
40. *Air General, Patrick Maloney*
41. *Air Liquide North America, Susan Ellerbusch*
42. *Air Products, Seifi Ghasemi*
43. *Airswift, Janette Marx*
44. *Alaska Air Group, Brad Tilden*
45. *Albertsons Companies, Vivek Sankaran*
46. *Albourne Group, John Claisse*
47. *Alcoa, Roy C. Harvey*
48. *AlertMedia, Brian Cruver*
49. *Alimentation Couche-Tard/Circle K, Brian Hannasch*
50. *Allen & Gerritsen, Andrew Graff*
51. *Allergan, Brent Saunders*
52. *Allegis Global Solutions, Chad Lane*
53. *AllianceBernstein, Seth Bernstein*
54. *Alliance Data, Edward J. Heffernan*
55. *Alliant Energy, John O. Larsen*
56. *Alliant Insurance Services, Thomas W. Corbett*
57. *Alliant International University, Andy Vaughn*

58. *Allianz Life Insurance Company of North America, Walter White*
59. *Allinial Global, Mark J. Koziel, CPA, CGMA*
60. *The Allstate Corporation, Thomas J. Wilson*
61. *AllThingzAP LLC, Anthony Paradiso*
62. *Ally Financial, Inc., Jeffrey Brown*
63. *Alnylam Pharmaceuticals, John Maraganore*
64. *ALPFA, Damian Rivera*
65. *Altarum Institute, Lincoln Smith*
66. *Altria Group, Inc., Howard A. Willard, III*
67. *Altra Industrial Motion Corp, Carl R. Christenson*
68. *Ameren, Warner Baxter*
69. *American Airlines, Doug Parker*
70. *American Association of Colleges of Pharmacy, Lucinda L. Maine*
71. *American Association of Physicists in Medicine (AAPM), Angela R. Keyser*
72. *American Association of Physics Teacher, Beth A. Cunningham*
73. *American Astronomical Society, Dr. Kevin B. Marvel*
74. *American Bar Association, Jack Rives*
75. *American Cancer Society, Gary M. Reedy*
76. *American Century Investments, Jonathan Thomas*
77. *American College of Clinical Pharmacy, Michael S. Maddux, Pharm.D., FCCP*
78. *American College of Healthcare Executives, Deborah J. Bowen, FACHE, CAE*
79. *American Council of Life Insurers, Susan K. Neely*
80. *American Counseling Association, Richard Yep, CAE, FASAE*
81. *American Crystallographic Association, Kristin H. Stevens*
82. *American Electric Power, Nicholas K. Akins*
83. *American Express, -*
84. *American Family Insurance, Jack Salzwedel*
85. *American Heart Association, Nancy Brown*
86. *American Institute of Physics, Michael H. Moloney, PhD*
87. *American Institutes for Research, David Myers*
88. *American Occupational Therapy Association, Sherry Keramidis*
89. *American Pacific Mortgage, Kurt A. Reisig*
90. *American Pharmacists Association, Scott Knoer, MS, PharmD, FASHP*
91. *American Physical Therapy, Justin D. Moore*
92. *American School Counselor Association, Jill Cook*
93. *American Society of Association Executives, Susan Robertson*
94. *American Tower Corporation, Tom Bartlett*
95. *American University, Sylvia Mathews Burwell*
96. *American Water, Susan Story*
97. *AmeriHealth Caritas Family of Companies, Paul A. Tufano*
98. *Ameriprise Financial, James M. Cracchiolo*
99. *Amerisure Mutual Insurance Company, Gregory J. Crabb*
100. *Ameritas Life insurance Corp., William W. Lester*
101. *Amica Insurance, Robert A. DiMuccio*
102. *Amicus Therapeutics, John F. Crowley*
103. *AM General LLC, R. Andrew Hove*
104. *AMN Healthcare, Susan Salka*
105. *Andersen Corporation, Jay Lund*
106. *Andrews McMeel Universal, Alexander H. Sareyan*
107. *Anheuser-Busch InBev, Carlos Brito*
108. *AnitaB.org, Brenda Wilkerson*
109. *Anixter, -*
110. *Anser Advisory, Bryan Carruthers*
111. *AnswerLab, Amy Buckner Chowdhry*
112. *Antares Capital LP, David Brackett*
113. *Anthem Inc., Gail Boudreaux*
114. *Aon, Greg Case*
115. *Apollo Global Management, LLC, Leon Black*
116. *Applied Materials, Inc., Gary E. Dickerson*
117. *Aprio, LLP, Richard Kopelman*
118. *Aptiv, Kevin P. Clark*
119. *Arbonne, Jean-David Schwartz*
120. *Archbright, Shannon Kavanaugh*
121. *Archer Daniels Midland Company, Juan R. Luciano*
122. *Ares Management Corporation, Michael Arougheti*
123. *Ariel Investments, John W. Rogers*
124. *Arlo Technologies, Matthew McRae*
125. *ARM, Simon Segars*
126. *Armanino LLP, Matthew J. Armanino*
127. *Ascena Retail Group, Inc., Gary Muto*
128. *Ascend Inc., Anna W. Mok*
129. *Ascensus, David Musto*
130. *ASCP, Chad Worz, PharmD, BCGP*
131. *Ashland, William Wulfsohn*
132. *Ashley Stewart, James C. Rhee*
133. *Ansira, Jay Dettling*

134. ASHP, Paul W. Abramowitz, Pharm.D, Sc.D. (Hon.), FASHP
135. Asian American Business Development Center, John Wang
136. Aspire, Jim Kales
137. Associated Bank, Philip B. Flynn
138. Association of College Unions International, John Taylor
139. Association Forum, Michelle Mason, CAE, FASAE
140. The Association of Junior Leagues International, Susan Danish
141. Assurant Inc., Alan Colberg
142. Assurity, Thomas E. Hennin
143. Astellas, Percival Barretto-Ko
144. Asurion, Tony Detter
145. A.T. Still University of Health Sciences, Craig M. Phelps, DO
146. AT&T, John Stankey
147. Athene Holding Ltd., James R. Belardi
148. Atlanta Hawks, Steven R. Koonin
149. Atlantic Union Bank, John Asbury
150. Atlas Air Worldwide, John W. Dietrich
151. Atlas Travel & Technology Group, Elaine Osgood
152. Atrium, Chris Heineken
153. Auburn University, Jay Gogue
154. Audio Visual Services Group LLC dba PSAV., Joseph Michael McIlwain
155. August Leadership, Asad Haider
156. AuthoraCare Collective, Kristen W. Yntema
157. Authority Brands LLC, Rob Weddle
158. Autodesk, Andrew Anagnost
159. Automotive Hall of Fame, Ramzi Hermiz
160. AvalonBay Communities, Inc., Timothy J. Naughton
161. AVANGRID, Dennis V. Arriola
162. Avanos, Joseph F. Woody
163. Avantor, Michael Stubblefield
164. Avaya, Inc., Jim Chirico
165. Avenue Two Travel, Joshua E. Bush
166. Avery Dennison, Mitch Butier
167. Avista Capital Partners, David Burgstahler
168. Axxess, John Olajide
169. B. Braun of America Inc., Jean-Claude Dubacher
170. Babson College, Dr. Stephen Spinelli
171. Bain Capital, Jonathan S. Levine and John Connaughton
172. Bain & Company, Inc., Manny Maceda
173. Baker Tilly, Alan D. Whitman
174. Ball Corporation, John Hayes
175. BancorpSouth, Dan Rollins
176. Bancroft, Toni Pergolin
177. Bank of America, Brian Moynihan
178. Bankers Trust, Donald J. Coffin
179. Barilla, Claudio Colzani
180. Barry Isett & Associates, Inc., Kevin T. Campbell
181. Bashen Corporation, Janet Emerson Bashen
182. Bay Area Council, Jim Wunderland
183. Bay Federal Credit Union, Carrie L. Birkhofer
184. Bayer U.S., Patrick Lockwood-Taylor
185. BayWa r.e. Solar Systems LLC, Boaz Soifer
186. Baxter, José (Joe) E. Almeida
187. BBVA USA, Javier Rodriguez Soler
188. BCG, Joe Davis*
189. BDO USA LLP, Wayne Berson
190. Beacon Building Products, Julian Francis
191. Beam Suntory, Albert Baladi
192. The Beck Group, Frederick Perpall
193. Becton Dickinson, Tom Polen
194. Bel Brands USA, Bill Graham
195. Bellarmine University, Susan M. Donovan
196. Bellin Health System, Christine Woleske
197. Bells Partners, Jon Bell
198. Bennett Thrasher LLP, Jeff Eischeid
199. BenReese LLC, Benjamin D. Reese Jr.
200. Bentley University, Alison Davis-Blake
201. Berkowitz Pollack Brant Advisors + CPAs, Joseph L. Saka
202. Berkshire Bank, Sean Gray
203. Berkshire Residential Investments, David Olney
204. Berntson Porter & Company, PLLC, Robert Bernston
205. BerryDunn, John M. Chandler
206. Best Buy Co., Inc., Corie Barry
207. BIC, Gonzalve Bich
208. The Billie Jean King Leadership Initiative, Billie Jean King
209. Billy Reid, Mark Daley
210. Binghamton University, Harvey Stenger
211. Biogen, Michel Vounatsos
212. BJC Healthcare, Richard J. Liekweg
213. BKD, LLP, Theodore D. Dickman
214. Black & Veatch, Steven L. Edwards
215. BlackRock, Larry Fink
216. Black Knight Inc., Anthony Jabbour

217. *Blue Cross Blue Shield Association, Scott P. Serota*
218. *Blue Cross and Blue Shield of Louisiana, Steven Udvarhelyi*
219. *Blue Cross Blue Shield Massachusetts, Andrew Dreyfus*
220. *Blue Cross Blue Shield of Michigan, Daniel J. Loepf*
221. *Blue Cross and Blue Shield of Minnesota, Craig Samitt*
222. *Blue Cross Blue Shield North Carolina, Gerald Petkau*
223. *Blue Planet Energy, Chris Johnson*
224. *Blue Yonder, Girish Rishi*
225. *Boats Group, Sam Fulton*
226. *BOK Financial, Steven Bradshaw*
227. *The Boldt Company, Tom Boldt*
228. *The Bonadio Group, Bruce Zicari II*
229. *Booz Allen Hamilton, Horacio Rozanski*
230. *Border States Electric, David White*
231. *BorgWarner, Frederic Lissalde*
232. *Borrego Solar Systems, Inc., Mike Hall*
233. *Boston Mutual Life Insurance Company, Paul A. Quaranto, Jr.*
234. *Boston Properties, Owen D. Thomas*
235. *Boston Scientific Corporation, Michael Mahoney*
236. *Bounteous, Keith Schwartz*
237. *Bowie State University, Aminta H. Breaux, Ph.D.*
238. *Box, Aaron Levie*
239. *Boyden, Trina Gordon*
240. *BPM, James K. Wallace*
241. *The Bozzuto Group, Toby Bozzuto*
242. *Brandywine Realty Trust, Gerard H. Sweeney*
243. *Braskem America Inc., Mark Nikolich*
244. *Bremer Bank, Jeanne H Crain*
245. *Brewery Running Series™, Morgan Jappe*
246. *Bridgewater Associates, David McCormick*
247. *Briggs & Veselka Co., Sheila A. Enriquez*
248. *Bright Horizons Family Solutions, Stephen Kramer*
249. *BrightHouse Financial, Eric T. Steigerwalt*
250. *Brighton Agency, Tina VonderHaar*
251. *Brightstar Capital Partners, Andrew Weinberg*
252. *The Brink's Company, Douglas A. Pertz*
253. *Bristol-Myers Squibb, Giovanni Caforio*
254. *Broadmark Realty Capital, Jeffrey B. Pyatt*
255. *Brocade, Lloyd Carney*
256. *Brown Brothers Harriman & Co., William B. Tyree*
257. *Brown Smith Wallace, LLP, Tony Caleca*
258. *Brown-Forman, Lawson Whiting*
259. *Brunswick Corporation, David Foulkes*
260. *Bryant University, Ronald K. Machtley*
261. *BRX, Holdings, Alex Rodriguez*
262. *Burkhart Pizzanelli, Julie M. Quink*
263. *Burlington Stores, Michael O'Sullivan*
264. *Burns & McDonnell, Ray Kowalik*
265. *Business Leaders for Michigan, Jeff Donofrio*
266. *Cabot Corporation, Sean D.*
267. *The Caldwell Partners International Inc., John Wallace*
268. *Cadence Bank, Paul B. Murphy, Jr.*
269. *Caerulean Analytics LLC, Mark Greenberg*
270. *Calibre CPA Group PLLC, James C. Kokolas*
271. *California Society of CPAs, Anthony J. Pugliese*
272. *Callan LLC, Gregory C. Allen*
273. *Cambia Health Solutions, Mark Ganz*
274. *Cambridge Associates, David Druley*
275. *Campbell Soup Company, Mark Clouse*
276. *Canada Life Re, Jean-Francois Poulin*
277. *Cantel Medical Corporation, George Fotiades*
278. *Capco US, Michael Pugliese*
279. *Caribbean Food Delights, Sabrina HoSang Jordan*
280. *Capital Group, Tim Armour*
281. *Cardinal Health, Mike Kaufmann*
282. *Cardiovascular Systems, Inc., Scott R. Ward*
283. *Career Communications Group, Inc., Tyrone D. Taborn*
284. *CareFirst BlueCross BlueShield, Brian D. Pieninck*
285. *Caregiven Inc., Candice AD. Smith*
286. *Cargill, David W. MacLennan*
287. *Carhartt, Mark Valade*
288. *The Carlyle Group, Kewsong Lee*
289. *Carnival Corporation & plc, Arnold Donald*
290. *CA Technologies, Mike Gregoire*
291. *Caesars Entertainment, Tony Rodio*
292. *Caliber Auto Maintenance & Collision Repair Services, Steve H. Grimshaw*
293. *California Forward, Micah Weinberg*
294. *Capri Holdings Limited, John D. Idol*
295. *Carnegie Mellon University, Farnam Jahanian*
296. *Carlisle Companies, Inc., D. Christian Koch*
297. *CarMax, Bill Nash*

298. *Carnegie Mellon University, Farnam Jahanian*
299. *Carr, Riggs & Ingram, LLC, William Carr*
300. *Carrier, David L. Gitlin*
301. *Case Western Reserve University, Barbara R. Snyder*
302. *Castlight Health, Maeve O'Meara*
303. *Catalent, Inc., John R. Chiminski*
304. *Catalyst, Lorraine Hariton*
305. *Catholic Charities of Baltimore, William J. McCarthy Jr.*
306. *CBIZ, Inc., Jerry Grisko*
307. *CBS Corporation, -*
308. *CBRE, Bob Sulentic*
309. *CCIM Institute, Gregory J. Fine*
310. *CECP, Daryl Brewster*
311. *Celestica, Robert Mionis*
312. *Centene, Michael Neidorff*
313. *Centennial, Steven Levin*
314. *Center for Automotive Diversity, Inclusion & Advancement, Cheryl Thompson*
315. *Center for Creative Leadership, John Ryan*
316. *Central Ohio Diversity Consortium, Priscilla Hammonds*
317. *Centurion, LLC, Steven H. Wheeler*
318. *Century Snacks, Valerie Oswald*
319. *Cerner Corporation, Brent Shafer*
320. *Certara, William F. Feehery*
321. *Cetera Financial Group, LLC, Adam Antoniadis*
322. *Charger Ventures, Jessie B. Henry*
323. *Charles River Labs, James C. Foster*
324. *Chart Industries, Inc., Jill Evanko*
325. *Chemonics, Jamey Butcher*
326. *Chemours, Mark Vergnano*
327. *Cherry Bekaert LLP, Michelle L. Thompson*
328. *Chesapeake Energy Corporation, Doug Lawler*
329. *Chestnut Hill Realty, Corp, Edward E. Zuker*
330. *CHI Memorial Healthcare System, Janelle Reilly*
331. *The Christ Hospital Health Network, Arturo Polizzi*
332. *C.H. Robinson Worldwide, Bob Biesterfeld*
333. *Chicago United, Gloria Castillo*
334. *Children's Hospital Los Angeles, Paul S. Viviano*
335. *Children's Minnesota, Marc H. Gorelick, MD*
336. *Church Mutual Insurance Company, Richard V. Poirier*
337. *CIC Group, Inc., Derek Falb*
338. *Cielo, Sue Marks*
339. *Ciena, Gary Smith*
340. *Cigna, David Cordani*
341. *CIT, Ellen Alemany*
342. *Cincinnati Children's Hospital Medical Center, Michael Fisher*
343. *Cincinnati Regional Chamber, Jill P. Meyer*
344. *Cintas, Scott Farmer*
345. *Circa, Patrick Sheahan*
346. *Cisco Systems Inc., Chuck Robbins*
347. *Cision, Kevin Akeroyd*
348. *Citigroup, Mike Corbat*
349. *Citrin Cooperman & Company LLP, Joel A. Cooperman*
350. *City College of New York, Vince Boudreau*
351. *CLA, Denny Schleper*
352. *Clarivate, Jerre Stead*
353. *Clark Capital Management Group, Inc., Brendan M. Clark*
354. *Clark Nuber PS, Robert A Wheeler*
355. *Clarkston Consulting, Tom Finegan*
356. *ClearEdge Marketing, Leslie Vickrey*
357. *Clearway Energyst, Christopher Sotos, Craig Cornelius*
358. *Cleco Corporate Holdings, LLC, William G. Fontentot*
359. *Cleveland Clinic, Tomislav Mihaljevic*
360. *Clevyr, Matthew Williamson*
361. *The Clorox Company, Linda Rendle*
362. *CME Group, Terrence A. Duffy*
363. *CNB Bank, Joseph B. Bower, Jr.*
364. *Columbian Financial Group, Michael Fosbury*
365. *CommonSpirit Health, Loyd H. Dean, Kevin E. Lofton*
366. *Compass Minerals, Kevin S. Crutchfield*
367. *CMS Energy, Patricia Poppe*
368. *CNA, Dino E. Robusto*
369. *CNA, Dr. Katherine McGrady*
370. *CNH Industrial, Scott W. Wine*
371. *Coeur Mining, Inc., Mitchell J. Krebs*
372. *Cohen & Company Ltd., Randall S. Myeroff*
373. *CollegeBoard, Jeremy Singer*
374. *Common Impact, Danielle Holly*
375. *Condé Nast, Roger Lynch*
376. *The Conference Board, Inc., Steve Odland*
377. *Connecticut Society of Public Accountants, Bonnie Stewar*
378. *Covanta Energy, LLC, Stephen J. Jones*

379. Cowen, Jeffrey M. Solomon
380. CPI Security Systems Inc., Kenneth J. Gill
381. cprime, Zubin Irani
382. CNO Financial Group Inc., Gary Bhojwani
383. The Coca-Cola Company, James Quincey
384. CohnReznick, David A. Kessler
385. Colgate-Palmolive Company, Noel Wallace
386. CollabraLink Technologies, Inc, Rahul Pandhi
387. The Colonial Williamsburg Foundation, Cliff Fleet
388. Colorado Community College System, Joseph A. Garcia
389. Colorado Northwestern Community College, Ron Granger
390. Columbus State Community College, David T. Harrison
391. Comerica Bank, Curt Farmer
392. Commerce Bank, John Kemper
393. Community College of Aurora, Betsy Oudenhoven
394. Con Edison, John McAvoy
395. Conagra Brands, Sean Connolly
396. Cone Health, Terrence B. Akin
397. Conduent Inc., Ashok Vemuri
398. Connecticut Society of Certified Public Accountants, Bonnie Stewart
399. Conning, Woody E. Bradford
400. Consilio, Andrew MacDonald
401. Constellation Brands, Inc., William A. Newlands
402. Construction Financial Management Association, Stuart Binstock
403. Consumer Brands Association, Geoff Freeman
404. Consumer Healthcare Products Association, Scott Melville
405. Consumer Reports, Marta L. Tellado
406. Continental Office, Ira Sharfin
407. Contran Corpokration, Robert Graham
408. ConvergeOne, John McKenna
409. Conversica, Jim Kaskade
410. CooperCompanies, Albert White
411. Copacino Fujikado, Scott Foreman
412. Coqual, Lanaya Irvin
413. Cooperative Education and Internship Association, Scott Maynard
414. Cornell University, Martha E. Pollack
415. Corning Incorporated, Wendell Weeks
416. Council of Chief State School Officers, Carissa Moffat Miller
417. Council of Foundations, -
418. The Council of Insurance Agents & Brokers, Ken Crerar
419. Council on Undergraduate Research, Lindsay Currie, CAE
420. Cramer, TJ Martin
421. Crestwood Equity Partners, Robert G. Phillips
422. Crohn's and Colitis Foundation, Michael Osso
423. Crowe LLP, James Powers
424. Crown Castle, Jay A. Brown
425. CSAA Insurance Group, Tom Troy
426. CSRA, Lawrence B. Prior III
427. Cubic Corporation, Bradley Feldmann
428. Cummins, Tom Linebarger
429. CUNA Mutual Group, Robert Trunzo
430. Cushman & Wakefield | PICOR, Barbi Reuter
431. Customers Bank, Jay S. Sidhu
432. College and University Professional Association for Human Resources, Andy Brantley
433. Crew Network, Wendy Mann, CAE
434. Crown Castle, Jay A. Brown
435. CVS Health, Larry J. Merlo
436. CyberHeroes, Gary Berman
437. Cynergy Physical Therapy, PC, Cynthia Gormezano
438. d.e. FOXX & Associates, Inc., Gerald Sparkman
439. Dakkota Integrated Systems, Andra Rush
440. Dalberg Advisors, Yana Kakar
441. Dallas College, Christa Slejko
442. Dallas Holocaust and Human Rights Museum, Mary Pat Higgins
443. Dallas Mavericks, Cynthia G. Marshall
444. Dana Incorporated, James Kamsickas
445. Danaher Corporation, Thomas Joyce, Jr
446. Danone North America, Shane Grant
447. Dataminr, Ted Bailey
448. DaVinci Education, Allison Wood
449. Davita, Javier Rodriguez
450. Dean Dorton, David Bundy
451. Dell Technologies, Michael Dell
452. Deloitte US, Joseph B. Ucuzoglu
453. Delta Air Lines, Ed Bastian
454. Delta Dental of Minnesota, Rodney Young
455. Deluxe Corporation, Barry C. McCarthy
456. Denny's, John Miller
457. DentaQuest, Steve Pollock
458. Dentons US LLP, Mike McNamara
459. Deschutes Brewery, Michael LaLonde
460. Designer Brands, Inc., Roger Rawlins

461. *Detroit Institute of Arts, Salvador Salort-Pons, Ph.D.*
462. *Detroit Regional Chamber, Sandy K. Baruah*
463. *Denver Scholarship Foundation, Lorii Rabinowitz*
464. *DePaul University, Dr. A. Gabriel Esteban*
465. *Detroit Pistons, Arn Tellem*
466. *Deutsche Bank USA Corp, Christiana Riley*
467. *DIA, Barbara Lopez Kunz*
468. *Diageo North America, Debra Crew*
469. *DICK'S Sporting Goods, Edward Stack*
470. *Digi International Inc., Ron Konezny*
471. *Digital Realty, A. William Stein*
472. *Dimensional Innovations, Tucker Trotter*
473. *Dine Brands Global, John Peyton*
474. *Discover Financial Services, Roger Hochschild*
475. *Discovery Education, Bill Goodwyn*
476. *Diversity Best Practices, Subha Barry*
477. *DiversityInc, Luke Visconti*
478. *Diversity Marketplace, Tim McChristian*
479. *Dixon Hughes Goodman LLP, Matt Snow*
480. *DLL Group, Bill Stephenson*
481. *DMJ & Co., PLLC, Michael R. Gillis*
482. *DNA, Alan Brown*
483. *DocuSign, Dan Springer*
484. *Dominion Energy, Thomas F. Farrell, II*
485. *Dominium, Paul Sween*
486. *Domino's LLC, Ritch Allison*
487. *Dotdash, Neil Vogel*
488. *The Dow Chemical Company, Jim Fitterling*
489. *DPI, LLC., Roslyn Rice, Co-Founder*
490. *Draper Aden Associates, Jeffrey N. Lighthiser*
491. *DST Systems, Inc., Steve Hooley*
492. *DSM North America, Hugh Welsh*
493. *DTCC, Michael Bodson*
494. *DTE Energy, Gerardo Norcia*
495. *Duke Energy, Lynn Good*
496. *Duke Realty Corporation, Jim Connor*
497. *Duke University, Vincent Price*
498. *Dunkin' Brands, David Hoffmann*
499. *DuPont, Edward D. Breen*
500. *Dynamic Signal, Eric Brown*
501. *East Bay Leadership Council, Kristin Braun Connelly*
502. *Eaton, Craig Arnold*
503. *Eaton Vance Corp., Thomas E. Faust Jr.*
504. *Ebby Halliday Companies, Christian J. Kelly*
505. *Ecolab, Inc., Douglas Baker*
506. *ECRI, Marcus Schabacker*
507. *Edens, Jodie McLean*
508. *Edinboro University, Michael Hannan*
509. *Edison International, Pedro J. Pizarro*
510. *Edelman, Richard Edelman*
511. *Edelman Financial Engines, Lawrence Raffone*
512. *Edgewell Personal Care, Rod Little*
513. *EDP Renewables North America LLC, Miguel Angel Prado*
514. *Education Development Center, David Offensend*
515. *Educational Testing Service, Walt MacDonald*
516. *Edward Jones, Penny Pennington*
517. *Edwards Lifesciences, Michael Mussallmen*
518. *Illinois*
519. *Eide Bailly LLP, Dave Stende*
520. *EisnerAmper LLP, Charles Weinstein*
521. *Eli Lilly and Company, David A. Ricks*
522. *EMC Insurance, Scott Jean*
523. *eMDs, Inc., Derek Pickell*
524. *Emerson, David Farr*
525. *Empower Energies, John Clapp*
526. *Empower Retirement, Edmund Murphy*
527. *Enbridge, Al Monaco*
528. *Encompass Health, Mark Tarr*
529. *Encova Insurance, David L. Kaufman*
530. *Endeavor, Ari Emanuel*
531. *Energetiq Technology, Inc., Debbie Gustafson*
532. *Endo International plc, Blaise Coleman*
533. *EngageSmart Inc., Bob Bennett*
534. *Entercom Communications Corp., David Field*
535. *Entergy, Leo P. Denault*
536. *Envision Healthcare, Jim Rechten*
537. *Equilar, David Chun*
538. *Equinix, Charles J. Meyers*
539. *Equitable, Mark Pearson*
540. *Equity Residential, Mark J. Parrell*
541. *Ergotron, Inc., Chad J. Severson*
542. *EQT Corporation, Robert J. McNally*
543. *Equifax, Inc., Mark W. Begor*
544. *Erie Insurance, Timothy G. NeCastro*
545. *ESI, Michael Burger*
546. *The Estée Lauder Companies, Fabrizio Fred*
547. *Etsy, Inc., Josh Silverman*
548. *Eversource Energy, James J. Judge*
549. *Everyday Life Insurance, Jake Tamarkin*
550. *Evia Corp, Hilary Laney*
551. *Evolent Health, Seth Blackley*
552. *Evonik, John Rolando*
553. *Ewing Marion Kauffman Foundation, Wendy Guillies*

554. *Exact Staff, Karenjo Goodwin*
555. *The Executive Leadership Council, Skip Spriggs*
556. *The Global Good Fund, Carrie Rich*
557. *Exelon, Christopher Crane*
558. *Expedia Group, Peter Kern*
559. *Express Scripts, Timothy C. Wentworth*
560. *EY, Kelly Grier*
561. *F5 Networks, Inc., François Locoh-Donou*
562. *Facing History and Ourselves, Roger Brooks*
563. *FactSet, Phil Snow*
564. *Face Reality Skincare, Jeremy Soine*
565. *Fannie Mae, Hugh R. Frater*
566. *Farmers Insurance, Jeff Dailey*
567. *Faurecia USA Holdings, Inc., Kevin Lammers*
568. *Federal Home Loan Bank of Chicago, Matthew R. Feldman*
569. *Federal Home Loan Bank of Des Moines, Kris Williams*
570. *Federal Home Loan Bank of Indianapolis, Cindy L. Konich*
571. *Federal Home Loan Bank of San Francisco, J. Gregory Seibly*
572. *Federal Realty Investment Trust, Don Wood*
573. *Feeding America, Claire Babineaux-Fontenot*
574. *Fenton, Ben Wyskida*
575. *Fenway Community Development Corporation, Leah Camhi*
576. *Ferrara Candy Company, Todd Siwak*
577. *Federal Home Loan Bank of Cincinnati, Andrew S. Howell*
578. *Fiat Chrysler Automobiles N.V. (FCA), Mike Manley*
579. *Fidelity Life Association, James Hohmann*
580. *Fifth Third Bank, Greg Carmichael*
581. *Financial Industry Regulatory Authority, Inc., Robert Cook*
582. *Financial Services Institute, Dale E Brown*
583. *Finseca, Mark R. Cadin*
584. *Firehouse Subs, Don Fox*
585. *First Command Financial Services, Inc., Mark Steffe*
586. *FirstEnergy, Chuck Jones*
587. *First Midwest Bancorp, Inc., Michael L. Scudder*
588. *FIS, Gary Norcross*
589. *Fiserv, Frank Bisignano*
590. *Fisher & Phillips, LLP, Roger K. Quillen*
591. *Flagstar Bank, Sandro DiNello*
592. *Fleet Feet, Joey Pointer*
593. *Fluor Corporation, David Constable*
594. *Follett Corporation, Patrick Connolly*
595. *Folience, Daniel Goldstein*
596. *The Ford Motor Company, James P. Hackett*
597. *Fortitude Re, James Bracken*
598. *Fortive, Jim Lico*
599. *Fortune Brands Home and Security, Nicholas Fink*
600. *Fortune Media (USA) Corporation, Alan Murray*
601. *Fossil Group, Inc., Kosta Kartsotis*
602. *Fox Factory, Mike Dennison*
603. *Framingham State University, F. Javier Cevallos*
604. *Franklin Templeton, Jenny Johnson*
605. *FranklinCovey, Robert A. Whitman*
606. *Frazier & Deeter, LLC, Wm. Seth McDaniel*
607. *Fred Hutchinson Cancer Research Center, Gary Gilliland, M.D., Ph.D*
608. *Freddie Mac, David M. Brickman*
609. *Frontier Communications, Dan McCarthy*
610. *Frost Brown Todd, Adam P. Hall*
611. *FS Investments, Michael Forman*
612. *FTI Consulting, Steve Gunby*
613. *Future State, Shannon Adkins*
614. *Gallagher, J. Patrick Gallagher*
615. *GAF Energy, Martin DeBono*
616. *Gannett Co., Michael E. Reed*
617. *Gap, Inc., Art Peck*
618. *Gartner, Gene Hall*
619. *Gas South, Kevin Greiner*
620. *GE Appliances, a Haier company, Kevin Nolan*
621. *Genentech, Alexander Hardy*
622. *General Atlantic, Bill Ford**
623. *General Mills, Jeff Harmening*
624. *General Motors, Mary Barra*
625. *Genworth, Thomas J. McInerney*
626. *George Mason University, Gregory Washington, Ph.D.*
627. *Georgetown University, John J. DeGioia, Ph.D.*
628. *Gettysburg College, Janet Morgan Riggs*
629. *GID, Robert E. DeWitt*
630. *Girl Scouts of the USA, Judith Batty*
631. *Global Atlantic Financial Group, Allan Levine*
632. *Global Payments Inc., Jeffrey S. Sloan*
633. *Global Tax Network US, LLC, David S. Kolb*
634. *Globeflex Capital, L.P., Marina L. Marrelli*
635. *GO2 Partners, Inc., James O'Brien*
636. *Good Sports Plus DBA "ARC", Brad Lupien*

637. *Goodmans Interior Structures, Adam Goodman*
638. *Goodwill Industries International, Inc. -*
639. *Goodwyn, Mills and Cawood, Inc., Jeffrey A. Brewer, AIA*
640. *Gopher Resources, Brian Leen*
641. *Grange Insurance, John Ammendola*
642. *Grant Thornton LLP, Bradley J. Preber*
643. *Graybug, Fred Guerard*
644. *Great Place to Work, Michael C. Bush*
645. *Greater Cleveland Partnership, Joseph D. Roman*
646. *Greater Green Bay Chamber, Laurie Radke*
647. *Greater Green Bay Community Foundation, Dennis Buehler*
648. *Greater Houston Partnership, Bob Harvey*
649. *Greater Kansas City Chamber of Commerce, Joe Reardon*
650. *Greeley-Hansen, John Robak*
651. *Green Hasson Janks, Tom Barry*
652. *Greystar Real Estate Partners, Bob Faith*
653. *GRID*
654. *Griffith Foods Inc., TC Chatterjee*
655. *Groupon, Aaron Cooper*
656. *GTCR, Craig Bondy*
657. *The Guardian Life Insurance Company, Deanna Mulligan*
658. *Guitar Center, Ron Japinga*
659. *H&CO, LLP, Armando Hernandez*
660. *H&R Block, Jeffrey J. Jones II*
661. *Hall & Evans, LLC, Lance Eberhart*
662. *Hall Capital Partners, LLC, Kathryn A. Hall*
663. *Hamamatsu Corporation, Craig Walling*
664. *Handshake, Garrett Lord*
665. *Hannon Armstrong, Jeff Eckel*
666. *Hannover Life Reassurance Company of America, Peter R. Schaefer*
667. *The Hanover Insurance Group, John C. Roche*
668. *Hantzmon Wiebel LLP, Jennifer Lehman*
669. *Harley Davidson, Inc., Jochen Zeitz*
670. *HARMAN, Michael Mauser*
671. *Harvard Business Publishing, David Wan*
672. *Hasbro, Inc., Brian Goldner*
673. *The Haskell Company, Jim O'Leary*
674. *Headspring, Dustin Wells*
675. *Herrmann International, Karim Morgan Nehdi*
676. *The Hartford, Christopher J. Swift*
677. *Harvard Pilgrim Health Care, Michael Carson*
678. *Have Her Back Consulting, Pamela Culpepper, Caroline Dettman, Erin Gallagher, Founding Partners*
679. *Havi, Russ Smyth*
680. *HBK CPAs and Consultants, Christopher M. Allegretti*
681. *HealthHive, Stephen Farber*
682. *HealthScape Lifesciences, Helene D. Clayton-Jeter*
683. *Health Partners, Andrea M. Walsh*
684. *Heitman, LLP, Maury Tognarelli*
685. *Helmerich & Payne, Inc., John W. Lindsay*
686. *Henderson Engineers, Rich Smith*
687. *Henry Ford Health System, Wright L. Lassiter III*
688. *Hepalink, Frank Sun*
689. *Herbalife Nutrition, John Agwunobi*
690. *Herman Miller, Inc., Andi Owen*
691. *The Hershey Company, Michele Buck*
692. *Hershey Entertainment & Resorts, John Lawn*
693. *The Hertz Corporation, Paul Stone*
694. *Hewlett Packard Enterprise, Antonio Neri*
695. *Hexion Inc., Craig A. Rogerson*
696. *Highmark Health, David L. Holmberg*
697. *Hillrom, John Groetelaars*
698. *Hilton Worldwide, Christopher J. Nassetta*
699. *Hispanic Association of Colleges and Universities, Antonio Flores*
700. *Hispanic Association on Corporate Responsibility, Cid Wilson*
701. *HLB International, Marco Donzelli*
702. *HNI Corporation, Jeffrey Lorenger*
703. *Hollister Incorporated, George Maliekel*
704. *Hollister Staffing, Kip Hollister*
705. *Holthouse Carlin & Van Trigt LLP, Philip J. Holthouse*
706. *HP Inc., Dion Weisler*
707. *The Home Depot, Craig Menear*
708. *home kloud, Sachin Latawa*
709. *Horace Mann, Marita Zuraitis*
710. *Horizon Blue Cross Blue Shield of New Jersey, Gary D. St. Hilaire*
711. *Horizon Therapeutics, Timothy P. Walbert*
712. *Host Hotels, James F. Risoleo*
713. *Houghton Mifflin Harcourt, Jack Lynch*
714. *Houlihan Lokey, Scott Beiser*
715. *Houston Grand Opera, Perryn Leech*
716. *The Howard Hughes Corporation, David R O'Reilly*
717. *Howard University, Wayne A.I. Frederic*

718. *HSBC, Patrick J. Burke*
719. *Hudson Pacific Properties, Inc., Victor Coleman*
720. *Human Services Research Institute, David Hughes, Ph.D.*
721. *Humana, Bruce Broussard*
722. *Humu, Laszlo Bock*
723. *Hunt A Killer, Ryan Hogan*
724. *Huntington Bank, Steve Steinour*
725. *Huntington Ingalls Industries, Mike Petters*
726. *Hyatt Hotel Corporation, Mark Hoplamazian*
727. *Hyland, Bill Primer*
728. *IAA, John W. Kett*
729. *IAC, Joey Levin*
730. *IAC Applications, Tim Allen*
731. *IBM, Ginni Rometty*
732. *iCIMS, Inc., Steve Lucas*
733. *ICMA-RC, Lynne Ford*
734. *IDEAS xLab, Josh Miller*
735. *Idelic, Nick Bartel and Hayden Cardiff*
736. *IDOC, David S. Brown*
737. *Income Research + Management, William A. O'Malley*
738. *IHS Markit, Lance Uggla*
739. *IKEA US, Lars Petersson*
740. *Illinois CPA Society, Todd Shapiro*
741. *Illinois Tool Works Inc., E. Scott Santi*
742. *illumina, Francis deSouza*
743. *ImmunoPrecise Antibodies Ltd, Jennifer Bath*
744. *Impact100 Council, Wendy H. Steele*
745. *Impossible Foods, Dr. Patrick Brown*
746. *InCheck, Andy Gallion*
747. *Incubeta US, John Cawdery*
748. *Indiana CPA Society, Jennifer B. Briggs*
749. *Infectious Diseases Society of America, Christopher D. Busky*
750. *Information Technology Senior Management Forum, Viola Thompson*
751. *Inforum, Terry Barclay*
752. *Infoblox, Jesper Andersen*
753. *Ingersoll Rand*
754. *Ingredient, Ilene Gordon*
755. *InnerWorkings, Rich Stoddart*
756. *INROADS, Inc., Forest T. Harper Jr.*
757. *INSIGHT Into Diversity, Holly Mandelson*
758. *Institute for Corporate Productivity, Kevin Oakes*
759. *Institute of Food Technologists, Christie A. Tarantino-Dean*
760. *Insured Retirement Institute, Wayne Chopus*
761. *Integra Life Sciences, Peter J. Arduini*
762. *Integral, Ethan McCarty*
763. *Intel Corporation, Bob Swan*
764. *InterContinental Hotels Group, Keith Barr*
765. *International Council of Shopping Centers, Tom McGee*
766. *International Flavors & Fragrances, Inc., Andreas Fibig*
767. *International Youth Foundation, Susan Reichle*
768. *Interpublic Group, Michael Roth*
769. *Intren LLC, Kelly Tomblin*
770. *Intuit, Sasan Goodarzi*
771. *Invesco Ltd., Martin L. Flanagan*
772. *Investcorp Investments International, Mohammed Mahfoodh Alardhi*
773. *Investments & Wealth Institute, Sean R. Walters*
774. *Investors Community Bank, Tim Shneider*
775. *Iowa Society of CPAs, Cynthia S. Adams*
776. *iRobot, Colin Angle*
777. *ISO New England Inc., Gordon Van Welie*
778. *Iterable, Inc., Justin Zhu*
779. *ITT Inc., Luca Savi*
780. *Jack Henry & Associates, Inc., David Foss*
781. *Jack in the Box, Inc., Lenny Comma*
782. *Jackson, Michael Falcon*
783. *Jackson Lewis P.C., Vincent Cino*
784. *James Madison University, Jonathan R. Alger*
785. *Janney Montgomery Scott LLC, Timothy Scheve*
786. *JazzHR, Peter T. Lamson*
787. *JBG Smith, W. Matt Kelly*
788. *J. C. Penney, Jill Soltau*
789. *JE Dunn Construction Company, Gordon Lansford*
790. *JLL Americas, Greg O'Brien*
791. *J.D. Power & Associates, Dave Habiger*
792. *J.M. Huber Corporation, Michael L. Marberry*
793. *The J.M. Smucker Co., Mark T. Smucker*
794. *Jobcase, Fred Goff*
795. *John Hancock, Marianne Harrison*
796. *Johnson & Johnson, Alex Gorsky*
797. *Johnson Controls International plc, George R. Oliver*
798. *Johnson Lambert LLP, John M. Prescott*
799. *JP Morgan Chase & Co., Jamie Dimon*
800. *Juniper Networks, Rami Rahim*
801. *K12, Nate Davis*
802. *Kaiser Permanente, -*

803. *The Kaleidoscope Group, LLC, Doug Harris*
804. *Kanarys, Inc., Mandy Price*
805. *Kathy's House, Patricia Metropulos*
806. *Katten Muchin Rosenman LLP, Noah S. Heller*
807. *Katz, Sapper & Miller, Davis Resnick*
808. *Kaufman Rossin, Blain L. Heckaman*
809. *Keiter, Gary G. Wallace*
810. *Kellogg Company, Steve Cahillane*
811. *Kelly, Peter Quigley*
812. *KeyBank, Christopher M. Gorman*
813. *Keysight Technologies, Inc., Ron Nersesian*
814. *Kilpatrick Townsend & Stockton LLP, Henry Walker*
815. *Kimberly-Clark Corporation, Mike Hsu*
816. *KIMCO Realty Corporation, Conor Flynn*
817. *Kin + Carta, John Schwan*
818. *Kin + Carta, John SchwanKindeva Drug Delivery, Aaron Mann*
819. *Kinetic Communities Consulting, Daphany Rose Sanchez*
820. *Kindred Healthcare, Ben Breier*
821. *King's College, Reverend John J. Ryan*
822. *KKR, George R. Roberts, Henry R. Kravis*
823. *Knoll, Inc., Andrew B. Cogan*
824. *Kohl's, Michelle Gass*
825. *KPMG, Paul Knopp**
826. *Krause Group, Kyle J. Krause*
827. *Kreischer Miller, Chris Meshginpoosh*
828. *Kroger, Rodney McMullen*
829. *KSCPA, Natasha Schamberger, CPA*
830. *L3Harris Technologies, William M. Brown*
831. *La-Z-Boy Incorporated, Kurt L. Darrow*
832. *LabCorp, Adam H. Schechter*
833. *Ladies Professional Golf Association, Michael Whan*
834. *Land O'Lakes, Inc., Beth E. Ford*
835. *Lasell Village, Anne Doyle*
836. *Latham & Watkins LLP, Richard M. Trobman*
837. *Lathrop Gage LLP, Cameron Garrison*
838. *Lazard Ltd, Kenneth M. Jacobs*
839. *L Catterton, J. Michael Chu and Scott Dahnke*
840. *Le Moyne College, Linda M. LeMura*
841. *Lead Bank, Joshua C. Rowland*
842. *LEAD360, Dr. Eric Wynstin Walton*
843. *Leadership Education for Asian Pacifics, Inc. (LEAP), Linda Akutagawa*
844. *Lear Corporation, Raymond E. Scott*
845. *Legg Mason Global Asset Management, Joe Sullivan*
846. *Legrand North & Central America, John Selldorff*
847. *Lehigh University, John D. Simon*
848. *Leidos, Roger Krone*
849. *Lehigh Valley Health Network, Brian Nester, DO*
850. *Lennox International, Inc., Todd Bluedorn*
851. *LEO Pharma Inc., Chris Posner*
852. *Levi Strauss & Co, Chip Bergh*
853. *Lexitas, Gary Buckland*
854. *LGA, LLP, John D. Geraci*
855. *Libbey Inc, Michael Bauer*
856. *Liberty Latin America, Balan Nair*
857. *Liberty Mutual Insurance Group, David H. Long*
858. *Lifebanc, Gordon R. Bowen*
859. *Lifespan, Timothy J. Babineau, MD*
860. *Life Cycle Engineering, Bob Fei*
861. *Limbix, Ben Lewis*
862. *Limeade, Henry Albrecht*
863. *LINC, Donna R. Cornelius*
864. *Lincoln Electric, Christopher L. Mapes*
865. *Lincoln Financial Group, Dennis R. Glass*
866. *Linkage, Inc., Jennifer McCollum*
867. *Littelfuse Inc., David W. Heinzmann*
868. *LiveRamp Holdings, Scott Howe*
869. *LL Global, David Levenson*
870. *LGA CPAs and Business Providers, John D. Geraci*
871. *Locke Lord LLP, David Taylor*
872. *Lockheed Martin, -*
873. *Lockton Companies, LLC, Peter F. Clune, III*
874. *L'Oreal USA, Frédéric Rozé*
875. *Loqules, Jai Al-Attas*
876. *Lowe's Companies, Inc., Marvin Ellison*
877. *The Lubrizol Corporation, Eric Schnur*
878. *Lumency, Ian Malcolm*
879. *Lumeri, Lucina Hanover*
880. *Lumin Digital, Jeff Chambers*
881. *M Financial Group, Westley V. Thompson*
882. *Macy's, Jeff Gennette*
883. *Madison College, Dr. Jack E. Daniels III*
884. *Madison International Realty, Ronald Dickerman*
885. *Major League Baseball, Rob Manfred*
886. *Make-A-Wish International, Luciano Manzo*
887. *Management Leadership for Tomorrow, John Rice*
888. *ManpowerGroup, Jonas Prising*
889. *Marcum LLP, Jeffrey M. Weiner*

890. *Marcus Thomas LLC, Jim Nash*
891. *Marist College, David Yellen*
892. *Marriott International, Arne Sorenson*
893. *Mars, Incorporated, Grant Reid*
894. *Marsh & McLennan Companies, Daniel S. Glaser*
895. *Mary Free Bed Rehabilitation Hospital, Kent Riddle*
896. *M&T Bank, Rene F. Jones*
897. *Maryland Association of CPAs and Business Learning Institute, Tom Hood*
898. *Masco Corporation, Keith J. Allman*
899. *Massachusetts Business Roundtable, JD Chesloff*
900. *Massachusetts Society of CPAs, Amy A. Pitter*
901. *MassMutual, Roger Crandall*
902. *Mastercard, Ajay Banga*
903. *Mathematica, Paul T. Decker*
904. *Matrix Service Company, John R. Hewitt*
905. *Mattel Inc., Ynon Kreiz*
906. *Maxim Healthcare Services, Bill Butz*
907. *Maxwell, Adriana Cisneros Basulto*
908. *Mazars USA, LLP, Victor Wahba*
909. *Mazuma Credit Union, Deonne Christensen*
910. *MBMG, Bruce Dennler*
911. *McAfee, Chris Young*
912. *McCownGordon Construction, Ramin Cherafat*
913. *McDermott, David Dickson*
914. *McDonald's, Chris Kempczinski*
915. *McKesson Corporation. Brian S. Tyler*
916. *McKinley Advisors, Jay Younger*
917. *McKinsey & Company, Liz Hilton Segel*
918. *McLane Middleton Professional Association, Cathleen A. Schmidt*
919. *MCM CPAs & Advisors, Brad Smith*
920. *MDA Leadership, Scott E. Nelson*
921. *MDC Partners, Mark Penn*
922. *MedChi, The Maryland State Medical Society, Gene Ransom, III*
923. *Medallia, Leslie Stretch*
924. *Medical Mutual, Rick Chiricosta*
925. *Medica, John Naylor*
926. *Medidata, Tarek Sherif*
927. *Medtronic, Omar Ishra*
928. *Meijer, Inc., Rick Keyes*
929. *Meketa Investment Group, Inc., Stephen McCourt & Peter Woolley*
930. *MemorialCare Health System, Barry S. Arbuckle, PhD*
931. *Menasha Corporation, James Kotek*
932. *Mentor, David Shapiro*
933. *Mercedes-Benz USA, Nicholas Speeks*
934. *Merck, Ken Frazier*
935. *Meredith Corporation, Tom Harty*
936. *Mesirow Financial, Richard S. Price*
937. *MetLife, Michel Khalaf*
938. *The MetroHealth System, Akram Boutros, MDMFH*
939. *MFHA, Gerry Fernandez*
940. *Miami University (Ohio), Dr. Gregory P. Crawford*
941. *Michelman, Steven J. Shifman*
942. *Micron Technology, Inc., Sanjay Mehrotra*
943. *Miles & Stockbridge, Nancy Green*
944. *Milliken & Company, Halsey M. Cook*
945. *Minnesota Wild, Craig L. Leipold*
946. *Minor League Baseball, Pat O'Conner*
947. *Mizuho Securities USA LLC, Jerry Rizzieri*
948. *Mobility Credit Union, Ron Perry*
949. *Modern Energy, Mark J. Laabs*
950. *Moderna, Stephane Bancel*
951. *The MITRE Corporation, Dr. Jason Providakes*
952. *Molson Coors Beverage Company, Gavin Hattersley*
953. *Mondelēz International, Dirk Van de Put*
954. *Money Management Institute, Craig D. Pfeiffer*
955. *Montefiore St. Luke's Cornwall, Joan Cusack-McGuirk*
956. *Moody's, Raymond McDaniel Jr.*
957. *Moravian College, Bryon L. Grigsby*
958. *Morgan Community College, Curt Freed*
959. *Morgan Stanley, James P. Gorman*
960. *Morgan State University, Dr. David Wilson*
961. *Morneau Shepell, Stephen Liptrap*
962. *Morningstar, Kunal Kapoor*
963. *Mortenson, Dan Johnson*
964. *Moss Adams, Christopher G. Schmidt*
965. *Mount Mary University, Christine Pharr*
966. *Movado Group Inc., Efraim Grinberg*
967. *Mr. Cooper Group, Jay Bray*
968. *MSX International, Fred Minturn*
969. *Mutual of Omaha, James Blackledge*
970. *My Gym Enterprises, Cory Bertisch*
971. *My Gym Foundation, Aleah Whaley*
972. *N.S. International, Ltd., Norio Minato*
973. *National Association of Black Accountants, Inc., Walter J. Smith*

974. *National Association of Boards of Pharmacy, Lemrey "Al" Carter*
975. *National Association of Manufacturers, Jay Timmons*
976. *National Bank Holdings Corporation, Tim Laney*
977. *National Basketball Association, Adam Silver*
978. *National Center for Women & Information Technology, Lucy Sanders*
979. *National Down Syndrome Society, Kandi Pickard*
980. *The National GEM Consortium, Brennon Marcano*
981. *National Grid PLC, John Pettigrew*
982. *National HBCU Business Deans Roundtable, Van B. Sapp*
983. *National Life Group, Mehran Assadi*
984. *National Multiple Sclerosis Society, Cyndi Zagieboylo*
985. *National Organization on Disability, Carol Glazer*
986. *National Retail Federation, Matthew Shay*
987. *Nationwide, Kirt A. Walker*
988. *Navigant, Julie Howard*
989. *Navistar International Corporation, Periso V. Lisboa*
990. *NCCI, Bill Donnell*
991. *NCR Corporation, Michael D. Hayford*
992. *Nearpod Inc., Jose Carrera*
993. *NEPC, Michael P. Manning*
994. *Nest, Rebecca van Bergen*
995. *NetApp, George Kurian*
996. *Netflix Inc., Reed Hastings*
997. *New Belgium Brewing, Steve Fechheimer*
998. *NewCo, John Battelle*
999. *Newell Brands, Ravi Saligram*
1000. *NETGEAR, Patrick Lo*
1001. *Network of Executive Women, Sarah Alter*
1002. *Neuberger Berman, George H. Walker*
1003. *Neustar, Inc., Charles E. Gottdiener*
1004. *Nevada Society of CPAs, Anna Durst*
1005. *New Jersey Society of CPAs, Ralph Albert Thomas*
1006. *New York State Society of CPAs, Joanne S. Barry*
1007. *New York Life, Ted Mathas**
1008. *NYS Minorities in Criminal Justice Inc., Dawn Butler*
1009. *The New York Times Company, Mark Thompson*
1010. *Nexamp, Zaid Ashai*
1011. *NI (National Instruments), Eric Starkloff*
1012. *Nielsen, David W. Kenny*
1013. *Nika White Consulting, Nika White*
1014. *NiSource, Joe Hamrock*
1015. *Nixon Peabody LLP, Andrew Glincher*
1016. *NORC at the University of Chicago, Dan Gaylin*
1017. *Nordstrom, Erik Nordstrom*
1018. *Norfolk Southern, James A. Squires*
1019. *North Carolina Association of CPAs, Sharon Bryson*
1020. *North Country Business Products, Jim Freed*
1021. *North Eastern Junior College, Jay A. Lee*
1022. *Northeast Planning Group Inc., Riaz A. Khokhar, LUTCF*
1023. *Northern Illinois, Lisa C. Freeman*
1024. *Northampton Community College, Dr. Mark H. Erickson*
1025. *North Highland, Daniel Reardon*
1026. *Northern Trust Corporation, Michael O'Grady*
1027. *Northrop Grumman, Kathy Warden*
1028. *Northeast Wisconsin Technical College, Dr. H. Jeffrey Rafn*
1029. *Northstar Travel Media, LLC, Thomas Kemp*
1030. *Northwell Health, Michael Dowling*
1031. *Northwestern Mutual, John Schlifske*
1032. *Novant Health, Carl Armato*
1033. *NPower, Bertina Ceccarelli*
1034. *NRG Energy, Mauricio Gutierrez*
1035. *NSF International, Kevan P. Lawlor*
1036. *Nuance Communications, Mark Benjamin*
1037. *Numly, Inc, Madhukar Govindaraju*
1038. *nVent Electric, plc, Beth Wozniak*
1039. *O'Connor & Drew P.C., Mark Dow*
1040. *Oaktree Capital Management, Jay Wintrob*
1041. *Oatey Co., Neal R. Restivo*
1042. *Obagi, Jaime Castle*
1043. *OceanFirst Bank, Christopher Maher*
1044. *Ocwen Financial Corporation, Glen A. Messina*
1045. *Ohio University, M. Duane Nellis*
1046. *OhioHealth, David Blom*
1047. *OHM Advisors, John J. Hiltz*
1048. *Oklahoma City Thunder, Clayton I. Bennett*
1049. *Oklahoma State University, V. Burns Hargis*
1050. *Okta Inc., Todd McKinnon*
1051. *Ohio Society of Association Executives, Jarrod A. Clabaugh, CAE*

1052. *The Ohio Society of Certified Public Accountants*, Scott D. Wiley
1053. *The Ohio State University*, Michael V. Drake
1054. *Olumo*, Robert, Brown
1055. *Olympus Corporation of the Americas*, Nacho Abia
1056. *Omnicom Group*, John Wren
1057. *Oncor*, Allen Nye
1058. *The One Club for Creativity Inc.*, Kevin Swanepoel
1059. *One To World*, Jen Clarke
1060. *OneAmerica*, J. Scott Davison
1061. *Ontario Systems, LLC*, Tim O'Brien
1062. *The Optical Society*, Elizabeth A. Rogan
1063. *Oregon State University*, Edward Ray
1064. *Origami Rehabilitation*, Tammy Hannah
1065. *Orrick, Herrington & Sutcliffe, LLP*, Mitch Zuklie
1066. *Oshkosh Corporation*, John C. Pfeifer
1067. *Out Athlete Fund*, Alejandro Soejarto
1068. *Out Leadership*, Todd Sears
1069. *Owens Corning*, Brian Chambers
1070. *Pace University*, Marvin Krislov
1071. *Pacific Life*, James T. Morris
1072. *Pacific Rim Capital, Inc.*, Marc Mills
1073. *Palo Alto Networks*, Nikesh Arora
1074. *Pan-American Life Insurance Group*, José S. Suquet
1075. *Pan-Mass Challenge*, Billy Starr
1076. *Pancreatic Cancer Action Network*, Julie Fleshman
1077. *Papa John's*, Rob Lynch
1078. *Parata*, Rob Kill
1079. *Parchment*, Matthew Pittinsky
1080. *Panduit*, Dennis Renaud
1081. *Park Hotels & Resorts*, Thomas J. Baltimore, Jr.
1082. *Park University*, Greg Gunderson
1083. *Parthenon Management Group*, Sarah S. Timm, CAE, CMP-HC
1084. *Participant Media*, David Linde
1085. *Partners Capital Investment Group, LLP*, Arjun Raghavan
1086. *Partners HealthCare*, Anne Klibanski, MD
1087. *Patient Care Coordination*, Paul Rimar
1088. *Paul Hastings LLP*, Seth Zachary
1089. *Paul, Weiss, Rifkind, Wharton & Garrison LLP*, Brad S. Karp
1090. *Paychex, Inc.*, Martin Mucci
1091. *PayPal*, Dan Schulman
1092. *PBMares LLC*, Harvey L. Johnson
1093. *PCMA*, JC Scott
1094. *Peabody*, Glenn Kellow
1095. *Peakon*, Phil Chambers
1096. *Pella Corporation*, W. Timothy Yaggi
1097. *Peloton*, John Foley
1098. *Peninsula Family Service*, Heather Cleary
1099. *The Penn Mutual Life Insurance Company*, Eileen C. McDonnell
1100. *Penn National Insurance*, Robert B Brandon
1101. *The Pennsylvania State University*, Eric J. Barron
1102. *Pentair*, John Stauch
1103. *Penn State College of Medicine and Penn State Health Milton S. Hershey Medical Center*, Stephen M. Massini
1104. *Penn State Erie, The Behrend College*, Ralph M. Ford
1105. *PepsiCo, Inc.*, Ramon Laguarda
1106. *Perdue Farms*, Randy Day
1107. *Performance Contracting Group*, William P. Massey
1108. *Per Scholas*, Plinio Ayala
1109. *Pfizer Inc.*, Dr. Albert Bourla
1110. *PFSweb*, Mike Willoughby
1111. *PGA of America*, Seth Waugh
1112. *PGA TOUR*, Jay Monahan
1113. *Pharmaceutical Research and Manufacturers of America (PhRMA)*, Stephen Ubl
1114. *Philadelphia Bar Association*, A. Michael Snyder
1115. *Philadelphia Union*, Tim McDermott
1116. *Physicians Mutual*, Rob Reed
1117. *Pikes Peak Community College*, Lance Bolton
1118. *PIMCO*, Emmanuel Roman
1119. *Pioneer Management Consulting*, Molly Koenen
1120. *Pipeline Equity*, Katica Roy
1121. *Pipeworks Studio*, Lindsay Gupton
1122. *Pittsburgh Pirates*, Robert M. Nutting
1123. *Pivot Interiors, Inc.*, Ken Baugh
1124. *Plante Moran*, James Proppe
1125. *Playa Hotels and Resorts*, Bruce D. Wardinski
1126. *Ping Identity*, Andre Durand
1127. *Piper Sandler*, Chad Abraham
1128. *Pluralsight*, Aaron Skonnard
1129. *Placers*, Chris Burkhard
1130. *Point B*, Mike Pongon
1131. *Polaris*, Mike Speetzen
1132. *Portfolio Creative*, Kristen Harris

1133. Portland General Electric, Maria Pope
1134. Post Acute Medical, Anthony F. Misitano
1135. PPG, Michael McGarry
1136. PPL Corporation, Vincent Sorgi
1137. PR Council, Kim Sample
1138. Precision Medicine Group, Mark Clein
1139. Premier, Inc., Susan DeVore
1140. Presbyterian Healthcare Services, Dale Maxwell
1141. Prevent Child Abuse New Jersey, Rush L. Russell
1142. PrincetonOne, David E. Campeas
1143. Principal Financial Group
1144. Pro Unlimited, Inc and Right Sourcing, Inc., Kevin Akeroyd
1145. Procore, Tooley Courtemanche
1146. Procter & Gamble, David Taylor*
1147. Progressive, Tricia Griffith
1148. ProMedica, Randy Oostra
1149. Protective Life Corporation, Rich Bielen
1150. Protterra, Jack Allen
1151. Protiviti, Joseph A. Tarantino
1152. Provenance Wealth Advisors, Eric Zeitlin
1153. Providence College, Rev. Brian J. Shanley, O.P.
1154. Prudential, Charles F. Lowrey, Jr.
1155. PSEG, Ralph Izzo
1156. PTC, James E. Heppelmann
1157. Publicis Groupe, Arthur Sadoun
1158. Puppet, Inc., Yvonne Wassenaar
1159. PureCars, Jeremy Anspach
1160. Pure Romance LLC, Chris Cicchinelli
1161. PVH, Emanuel Chirico
1162. PwC, Tim Ryan*
1163. QAD Inc., Anton Chilton
1164. QBE North America, Todd Jones
1165. QIAGEN N.V., Thierry Bernard
1166. Qualcomm Incorporated, Steve Mollenkopf
1167. Quantum Workplace, Greg Harris
1168. Quartz Health Solutions, Inc., Mark J. Selna, MD
1169. Queens College CUNY, Felix V. Matos Rodriguez
1170. Quick Base, Ed Jennings
1171. Quicken Loans, Jay Farner
1172. Qurate Retail Group, Mike George
1173. R1 RCM Inc., Joseph Flanagan
1174. Rabobank, Paul Beiboer
1175. Ranken Technical College, Don Pohl
1176. Rockland Trust Company, Christopher Oddleifson
1177. Radian Group, Inc., Rick Thornberry
1178. Ralph Lauren Corporation, Patrice Louvet
1179. RAND Corporation, Michael D. Rich
1180. Randstad North America, Karen Fichuk
1181. Rapid7, Corey Thomas
1182. Raymond James Financial, Paul C. Reilly
1183. RBC Capital Markets, LLC, John Thurlow
1184. Realogy, Ryan M. Schneider
1185. ReBoot Accel, Diane Flynn
1186. ReeceNichols Real Estate, Mike Frazier
1187. Red Ventures, Ric Elias, Co-Founder
1188. Red Wing Shoe Company, Mark. C. Urdahl
1189. REECE ENTERPRISES FAMILY MEDIA COMPANY, Terry Reece
1190. Reed Smith LLP, Sandy Thomas
1191. Regal Beloit Corporation, Louis V. Pinkham
1192. Regency Centers, Lisa Palmer
1193. Regions Bank, John M. Turner, Jr.
1194. Reinsurance Group of America Inc., Anna Manning
1195. Renewable Energy Buyers Alliance (REBA), Miranda AA Ballentine
1196. Republic Services, Donald W. Slager
1197. RevGen Partners, Inc., Kirk Mielenz
1198. Reynolds American, Guy Meldrum
1199. RHR International LLP, Dante Capitano
1200. Ripple Effect, Amy Bielski
1201. Ripple Foods, Laura Flanagan
1202. Riverbed Technology, Inc., Rich McBee
1203. RKL LLP, Ed Monborne
1204. Robert Half International, M. Keith Waddell & Paul F. Gentzkow
1205. Robert Morris University, President Chris Howard, D.Phil.
1206. Rocket Software, Andrew J Youniss
1207. Rockwell Automation, Blake Moret
1208. Roofstock, Inc., Gary Beasley
1209. Roosevelt Management Company, Jeffrey Toll
1210. Rosendin Electric, Inc. Mike Greenawalt
1211. Rosetta Stone, John Hass
1212. Royal Caribbean Group, Richard D. Fain
1213. Royal Neighbors of America, Cynthia A. Tidwell
1214. The Royster Group, Ken R. Taunton
1215. RRD, Daniel Knotts
1216. RSM US LLP, Joe Adams
1217. Rubicon, Nate Morris
1218. Russell Reynolds Associates, Clarke Murphy

1219. Rutgers The State University of NJ, Jonathan Holloway
1220. RXR Realty, Scott Rechler
1221. Ryan Companies, Brian C. Murray
1222. Saint Louis University, Fred P. Pestello, Ph. D.
1223. Saint Michael's College, Lorraine Sterritt
1224. SABIC, Americas, Gregory A. Adams
1225. Saks OFF 5TH, Paige Thomas
1226. Salesforce, Marc Benioff
1227. Sally Beauty Holdings, Inc., Chris Brickman
1228. Salo, LLC, Amy Langer
1229. Sanofi North America, Bill Sibold
1230. Sage, Stephen Kelly
1231. Salary Finance, Asesh Sarkar
1232. Sapien Insights Group, Susan R. Richards
1233. SAS, Jim Goodnight
1234. Saturday Morning Group, Keith Cartwright
1235. Savills, Mitchell E. Rudin
1236. S&P Global, Douglas Peterson
1237. Schneider Downs, Steven D. Thompson and Timothy J. Hammer
1238. Schnitzer Steel Industries, Inc., Tamara L. Lundgren
1239. School Nutrition Association, Patricia Montague
1240. Schreiber Foods, Inc., Ron Dunford
1241. Seagate Technology, Dr. Dave Mosley
1242. Sealed Air, Ted Doheny
1243. Seattle Children's Hospital, Jeff Sperring, MD
1244. Second Street, Matt Coen
1245. Secura, David. D. Gross
1246. Securian Financial, Chris Hilger
1247. Security Industry Association, Don Erickson
1248. Security National Life Insurance Company, Scott M. Quist
1249. The Select Group, George Karakostantis
1250. Sempra Energy, Jeffrey W. Martin
1251. Sensiba San Filippo LLP, John Sensiba
1252. SEO, William Goodloe
1253. Sepire, Michelle Steinberg
1254. Service Corporation International, Thomas L. Ryan
1255. The Sherwin-Williams Company, John G. Morikis
1256. Sheryl Sandberg & Dave Goldberg Family Foundation, Rachel Thomas
1257. Shook, Hardy & Bacon L.L.P., Madeleine McDonough
1258. Sidley Austin LLP, Michael J. Schmidtberger
1259. SIFMA, Kenneth E. Bentsen, Jr.
1260. Sikich LLP, Christopher L. Geier
1261. Silicon Valley Leadership Group, Ahmad Thomas
1262. SingerLewak, Jim Pitrat
1263. Siskin Hospital for Physical Rehabilitation, Matthew A Gibson, PhD, FACHE
1264. Sitetracker, Inc., Giuseppe Incitti
1265. Skoda Minotti, Gregory J. Skoda
1266. SkyWest, Russell A. (Chip) Childs
1267. Slalom Consulting LLC, Brad Jackson
1268. Smoothie King, Wan Kim
1269. Social Solutions, Erin Mulligan Nelson
1270. Society for Human Resource Management, Johnny C. Taylor, Jr.
1271. Socure, Tom Thimot
1272. Sodexo North America, Sarosh Mistry
1273. Sojern, Mark Rabe
1274. Sol-Up, Frank Rieger
1275. Solar Energy Industries Association, Abigail Ross Hopper
1276. The Solar Foundation, Andrea Luecke
1277. Solenis LLC, John Panichella
1278. SONIC, America's Drive-In, Clifford Hudson
1279. Sonoco, Howard Coker
1280. Sotera Health, LLC, Michael B. Petras, Jr.
1281. Southern Company, Tom Fanning
1282. Southern Illinois University System, Daniel Mahony
1283. Southern New Hampshire University, Paul LeBlanc
1284. Southwire Company, LLC, Rich Stinson
1285. SPEAR Physical Therapy, Dan Rootenberg
1286. Spectrum Health, Christina Freese Decker
1287. Spekit, Melanie Fellay
1288. Spelman College, Mary Schmidt Campbell, Ph.D.
1289. Spencer Stuart, Benjamin F. Williams
1290. Spire Energy, Suzanne Sitherwood
1291. Springboard Consulting LLC, Nadine O. Vogel
1292. Springfield College, Mary-Beth A. Cooper
1293. SPS Commerce, Archie Black
1294. SPX Corporation, Gene Lowe
1295. SRS Distribution, Inc., Daniel R. Tinker
1296. St. Bonaventure University, Dennis R. DePerro, Ed.D.
1297. St. John's University, Dr. Conrado Gempesaw
1298. St. Louis Community College, Dr. Jeff L. Pittman
1299. St. Louis Convention and Visitors Commission, Kathleen M. Ratcliffe

1300. Staffing 360 Solutions, Inc., Brendan Flood
1301. The Standard, J. Greg Ness
1302. Standard Beverage Corporation, Darrell Swank
1303. Standard Chartered Bank, Torry Bernsten
1304. Stanley Black & Decker, Jim Loree
1305. Stanley Consultants Inc., Kate Harris
1306. Stantec, Gord Johnston
1307. Staples Inc., -
1308. Star Legacy Foundation, Lindsey J. Wimmer
1309. Starkey, Brandon Sawalich
1310. State Auto Insurance Companies, Michael LaRocco
1311. State Street, Ronald O'Hanley
1312. StateFarm, Michael L. Tipsord
1313. StepStone Group, Scott Hart
1314. Stericycle, Inc., Cindy Miller
1315. Stetson University, Christopher F. Roellke
1316. Stevens Institute of Technology, Nariman Farvardin
1317. Stinson, Mark Hinderks
1318. Strategic Education, Inc., Kari McDonnell
1319. Structure Tone, James Donaghy
1320. Stryker, Kevin Lobo
1321. Substantial, Carey Jenkins
1322. Summit CityMD, Jeffrey Le Benger
1323. Sunovion, Antony Loebel, M.D.
1324. SunPower Corporation, Tom Werner
1325. Sunrun Inc., Lynn Jurich
1326. Sunstone Hotel Investors, Inc, John V. Arabia
1327. Super Coffee, Jim DeCicco
1328. Superior Industries, Majdi Abulaban
1329. SurveyMonkey, Zander Lurie
1330. Swisco, Paul Pallas
1331. Swiss Re, Eric Smith
1332. Symantec, Greg Clark
1333. Symetra Financial Corp., Margaret Mesiter
1334. Synchrony Financial, Margaret Keane
1335. Syneos Health, Alistair Macdonald
1336. Synpulse Management Consulting, Ingo Muschick
1337. Sysco, Kevin P. Hourican
1338. T&M Associates, Gary Dahms
1339. Talcott Resolution, Peter Sannizzaro
1340. TALKE USA Inc., Richard Heath
1341. Tallo, Casey L. Welch
1342. Tanenbaum, Rev. Mark E. Fowler
1343. Tapestry, Inc., Joanne C. Crevoiserat
1344. Target Corporation, Brian Cornell
1345. Taylor Morrison, Sheryl Palmer
1346. TCF Financial Corporation, Thomas C. Shafer
1347. TD Bank, Bharat B. Masrani
1348. Tech Data Corporation, Rich Hume
1349. Tech Soft 3D, Ron Fritz
1350. TechnipFMC, Douglas J. Pferdehirt
1351. TE Connectivity, Terrence Curtin
1352. Team Rubicon, Jake Wood
1353. TEKsystems, Jay Alvather
1354. Teladoc Health, Inc., Jason Gorevic
1355. Televerde, Morag Lucey
1356. TEMPO Milwaukee, Jennifer Dirks
1357. TEGNA Inc., Dave Lougee
1358. Teradata Corporation, Steve McMillan
1359. TERRA Staffing Group, Greg Lambert
1360. TerraPro Solutions, Kimberlee Centera
1361. TESOL International Association, Rosa Aronson
1362. Texas A&M University, Michael K. Young
1363. Texas Christian University, Victor Boschini
1364. Texas Instruments, Richard K. Templeton
1365. Texas Society of Certified Public Accountants, Jodi Ann Ray
1366. Texas State University, Dr. Denise M. Trauth
1367. Thermo Fisher Scientific, Marc Casper
1368. Thesis, Ryan Buchanan
1369. Thomson Reuters, James Smith
1370. THOR Industries, Inc., Bob Martin
1371. Thrivent, Teresa J. Rasmussen
1372. Thurgood Marshall College Fund, Harry L. Williams
1373. TIAA, Roger W. Ferguson, Jr.
1374. Tiffany & Co., Alessandro Bogliolo
1375. Tillamook, Patrick G. Criteser
1376. Tinitui, Zachary Morrison
1377. Tipping Point Community, Sam Cobbs
1378. Titus Talent Strategies, Jonathan Reynolds
1379. Tivity Health, Richard Ashworth
1380. TMI Consulting Inc., Laura S. Bowser
1381. T-Mobile USA, Mike Sievert
1382. Togo Run, Gloria Janata
1383. Toledo Museum of Art, Adam Levine
1384. Tonneson + Co, Richard E. Mastrocola
1385. Toyota Financial Services, Mark S. Templin
1386. Toyota Motor North America, Tetsuo "Ted" Ogawa
1387. TPG, Jon Winkelried
1388. Tractor Supply Company, Hal Lawton
1389. TradeStation Group, Inc., John Bartleman
1390. T. Rowe Price, William J. Stromberg
1391. Trane Technologies, Michael Lamach

1392. *Transparent Financial Systems, Inc.*, Alex Fowler
1393. *TransUnion*, Chris Cartwright
1394. *Transamerica Corporation*, Mark Mullin
1395. *Travelport*, Greg Webb
1396. *Trekk Design Group LLC*, Kimberly Robinett
1397. *TrendSource Inc.*, Victoria Hyzer
1398. *Tricentis USA*, Sandeep Johri
1399. *TriHealth*, Mark Clement
1400. *Trimble, Inc.*, Robert G. Painter
1401. *TrimedX*, Henry Hummell
1402. *Trinidad State*, Rhonda Epper
1403. *Trinity Property Consultants*, Michael Earl
1404. *Troy Chamber of Commerce*, Tara Tomcsik-Husak
1405. *TRSA*, Joseph Ricci
1406. *Truco Enterprises*, Lisa Walsh
1407. *True Impact*, Farron Levy
1408. *Truist Financial*, Kelly S. King
1409. *Trustmark*, Kevin Slawin
1410. *Truthos, LLC*, Scott Kroeker
1411. *Tufts Health Plan*, Thomas Croswell
1412. *Tufts Medical Center*, Michael Apkon
1413. *Tupperware*, Rick Goings
1414. *Turknett Leadership Group*, Tino Mantella
1415. *Tyson Foods, Inc.*, Dean Banks
1416. *UHY Advisors, Inc.*, Steven P. McCarty
1417. *UKG*, Aron Ain
1418. *The Ultimate Software Group*, Scott Scherr
1419. *UMass Memorial Health Care*, Eric W. Dickson, MD
1420. *UMB Financial Services*, Mariner Kemper
1421. *UncommonGoods*, David Bolotsky
1422. *Under Armour*, Patrik Frisk
1423. *UNFI*, Steve Spinner
1424. *Unilever*, Amanda Sourry
1425. *Unisys*, Peter Altabef
1426. *UnitedHealth Group*, David S. Wichmann
1427. *United Airlines*, Oscar Munoz
1428. *United Educators*, Janice M. Abraham
1429. *Union Pacific*, Lance Fritz
1430. *United Way Worldwide*, Suzanne McCormick
1431. *Univar Solutions*, David C. Jukes
1432. *Universal Insurance Holdings*, Stephen J. Donaghy
1433. *Universities Space Research Association*, Dr. Jeffrey A. Isaacson
1434. *The University of Alabama*, Dr. Stuart R. Bell
1435. *University of Arkansas*, Joseph E. Steinmetz
1436. *University of California, Berkeley*, Carol T. Christ
1437. *University of Dayton*, Eric F. Spina
1438. *University of Hartford*, Gregory S. Woodward
1439. *University of Illinois at Urbana-Champaign*, Robert J. Jones
1440. *University of Louisville*, Neeli Bendapudi
1441. *University of Maryland, Baltimore County*, Dr. Freeman Hrabowski
1442. *University of Massachusetts Amherst*, Kumble R. Subbaswamy
1443. *University of Michigan* - Mark S. Schlissel
1444. *University of Missouri - Columbia*, Alexander N. Cartwright
1445. *University of Missouri - St. Louis*, Kristin Sobolik
1446. *University of Missouri System*, Mun Choi
1447. *University of Nebraska-Lincoln*, Ronnie Green
1448. *University of New Hampshire*, James W. Dean Jr.
1449. *University of New Mexico*, Garnett S. Stokes
1450. *University of North Carolina at Chapel Hill*, Kevin M. Guskiewicz
1451. *University of Northern Iowa*, Mark A. Nook
1452. *University of Notre Dame*, Rev. John I. Jenkins C.S.C.
1453. *The University of Pittsburgh Medical Center*, Jeffrey A. Romoff
1454. *University of San Francisco*, Paul Fitzgerald, S.J.
1455. *University of St. Thomas*, Julie Sullivan
1456. *University of Virginia*, James E. Ryan
1457. *University of Wisconsin - Green Bay*, Michael Alexander
1458. *Unreasonable Group*, Daniel Epstein
1459. *Unum Group*, Richard McKenney
1460. *UPS*, David Abney
1461. *USAA*, Wayne Peacock
1462. *User Testing*, Andy MacMillan
1463. *USG Corporation*, Christopher R. Griffi
1464. *U.S. Bancorp*, Andrew Cecere
1465. *U.S. Cellular Corporation*, Laurent Therivel
1466. *U.S. Steel Corp.*, David Burritt
1467. *U.S. Venture Inc.*, John Schmidt
1468. *Vail Resorts*, Rob Katz
1469. *UL*, Jennifer Scanlon
1470. *Ulta Beauty*, Mary Dillon
1471. *Valley National Bank*, Ira Robbins

1472. *Vantage Construction Corporation, William H. Moore*
1473. *Vantis Life Insurance Company, Scott Smith*
1474. *vCom Solutions, Gary Storm*
1475. *Venerable, Patrick Lusk, David Marcinek*
1476. *Ventas, Inc., Debra A. Cafaro*
1477. *Verisk Analytics, Scott. G. Stephenson*
1478. *Veritas, Greg Hughes*
1479. *Verizon, Hans Vestberg*
1480. *Versum Materials, Guillermo Novo*
1481. *Vertex Pharmaceuticals, Reshma Kewalramani, M.D.*
1482. *Veyo, LLC, Josh Komenda*
1483. *VF Corporation, Steve Rendle*
1484. *Vi, Randy Richardson*
1485. *Viacom Inc., Robert Bakish*
1486. *Victory Capital Management, David C. Brown*
1487. *Villanova University, Rev. Peter M. Donohue, O.S.A.*
1488. *Victory Junction, Chad A. Coltrane*
1489. *Vimeo, Anjali Sud*
1490. *Vireo Health, Dr. Kyle E. Kingsley*
1491. *Virginia Mason Health System, Gary S. Kaplan, MD*
1492. *Virginia Society of Certified Public Accountants, Stephanie R. Peters*
1493. *Visa Inc., Alfred F. Kelly, Jr.*
1494. *VISTA COVA, Lowell M. Aplebaum*
1495. *Vistage Worldwide, Inc., Sam Reese*
1496. *Vistra Corp., Curtis Morgan*
1497. *Vitalant, David R. Green*
1498. *Vitalink, Jeanne Frazer*
1499. *Vitesco Technologies, Sandy Stojkovski*
1500. *The Vitamin Shoppe, Sharon M. Leite*
1501. *Viticus Group, Andrea Davis*
1502. *Vitiello Communications Group (VTLO), Jill Vitiello*
1503. *Vivent Health, Michael J. Gifford*
1504. *Volunteers of America, Mike King*
1505. *Vontier Corporation, Mark Morelli*
1506. *Voya Financial, Rodney O. Martin, Jr.*
1507. *Vulcan Materials Company, Tom Hill*
1508. *W. L. Gore & Associates, Inc., Jason Field*
1509. *W. P. Carey, Jason Fox*
1510. *W3r Consulting, Eric Hardy*
1511. *Wacker Chemical Corp, David Wilhoit*
1512. *Waddell & Reed Financial, Inc., Philip J. Sanders*
1513. *Walbridge, Michael R. Haller, P.E.*
1514. *Walmart, Doug McMillon*
1515. *Wake Forest University, Nathan O. Hatch*
1516. *Warren Averett, LLC, Mary F. Elliot*
1517. *Washington Society of CPAs, Kimberly Scott*
1518. *Washington University in St. Louis, Andrew D. Martin*
1519. *WashREIT, Paul T. McDermott*
1520. *Waste Connections, Inc., Worthing Jackman*
1521. *Waste Management, James C. Fish, Jr.*
1522. *Water Environment Federation, Walter T. Marlowe*
1523. *Waters Corporation, Christopher J. O'Connell*
1524. *Wayne Metro, Louis Piszker*
1525. *WayUp, Elizabeth Wessel*
1526. *Weaver, John J. Mackel, III*
1527. *WebPT, Nancy J. Ham*
1528. *Webster University, Elizabeth J. Stroble*
1529. *WebsterFive, Donald Doyle*
1530. *Weil, Gotshal & Manges LLP, Barry Wolf*
1531. *Welbilt, Inc., -*
1532. *Well Care Health, Zac Long*
1533. *WellCare Health Plans, Inc., Ken Burdick*
1534. *Wellforce, Michael J. Dandorff*
1535. *Wellington Management Company LLP, Brendan J. Swords*
1536. *Wellmark Blue Cross Blue Shield, John D. Forsyth*
1537. *WellsColeman, George D. Forsythe*
1538. *Wells Fargo & Company, Charles W. Scharf*
1539. *Welltower Inc., Thomas J. DeRosa*
1540. *WESCO International, Inc., John Engel*
1541. *West Monroe, Kevin J. McCarty*
1542. *Westchester Medical Center Health Network, Michael D. Israel*
1543. *Western Reserve Land Conservancy, Richard D. Cochran*
1544. *Westfield, Edward J. Largent III*
1545. *The Whitaker Grp, James R. Whitner Jr.*
1546. *White Castle System, Inc., Lisa Ingram*
1547. *William & Mary, W. Taylor Reveley, III*
1548. *William Grant & Sons, Jonathan Yusen*
1549. *Williams Companies, Alan Armstrong*
1550. *Williams-Sonoma, Inc., Laura Alber*
1551. *Willis Towers Watson Bermuda, Paul Scope*
1552. *The Wilson Law Group, Jennifer Wilson-Harvey*
1553. *Windham Brannon, Heidi LaMarca*
1554. *Wingstop, Charlie Morrison*
1555. *Winnebago Industries, Michael Happe*
1556. *Winston & Strawn LLP, Thomas P. Fitzgerald*

1557. Winthrop University, Daniel F. Mahony Dr.
George Hynd
1558. Wintrust Financial Corporation, Edward
Wehmer
1559. Wipfli LLP, Kurt Gresens
1560. Wisconsin Institute of CPAs, Tammy J.
Hofstede
1561. Withum, Bill Hagaman
1562. Wolf & Company, P.C., Mark A. O'Connell
1563. Woodard & Curran, Douglas J. McKeown
1564. Work Shield, Jared Pope
1565. Workday, Aneel Bhusri
1566. Workforce Opportunity Services, Dr. Arthur
Langer
1567. World Business Chicago, Andrea Zopp
1568. World Unity, Inc., Sara Ting
1569. Worldnet International Couriers Inc, Richard
Bhullar
1570. Worldpay, Charles Drucker
1571. WP Engine, Inc., Heather Brunner
1572. WPP, -
1573. WRAP - Waste Reduction Art Project, Yana
Good Nigen
1574. WW International, Mindy Grossman
1575. Wyndham Destinations, Michael D. Brown
1576. W.W. Grainger, DG Macpherson
1577. Wyndham Hotels & Resorts, Geoff Ballotti
1578. Wynn Resorts, Matt Maddox
1579. Xavier University of Louisiana, C. Reynold
Verret
1580. Xcel Energy, Inc., Ben Fowke
1581. Xerox, John Visentin
1582. XL Catlin, -
1583. XSOLIS, Joan Butters
1584. Yale New Haven Health, Marna P. Borgstrom
1585. YETI, Matt Reintjes
1586. YMCA of the North Shore, Christopher J.
Lovasco
1587. Yum! Brands, Inc., Greg Creed
1588. Zebra Technologies, Anders Gustafsson
1589. Zelis, R. Andrew Eckert
1590. Zimmer Biomet, Bryan HansonZoetis Inc.,
Kristin Peck
1591. ZoomInfo, Henry Schuck
1592. Zurich North America, Kathleen A. Savio
1593. ZVRS, Sherri Turpin

**Denotes Steering Committee Member*