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 Buttergavin |
| 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. | ABC Fitness Solutions, Bill Davis |
| 12. | Abt Associates, Kathleen Flanagan |
| 13. | Acadia Realty Trust, Kenneth F. Bernstein |
| 14. | Accenture, Julie Sweet* |
| 15. | Acoustical Society of America, Susan Fox |
| 16. | Achieve3000, Stuart Udell |
| 17. | ACT, Inc., Janet Godwin |
| 18. | Action for Healthy Kids, Robert Bisceglie |
| 19. | Adient plc, - |
| 20. | Adobe, Shantanu Narayen |
| 21. | ADP, Carlos Rodriguez |
| 22. | Adtalem Global Education, Lisa W. Wardell |
| 23. | AdvaMed, Scott Whitaker |
| 25. | Advanced Group, Leo J. Sheridan |
| 26. | Advanced Micro Devices, Inc., Dr. Lisa Su |
| 27. | Advancing Minorities’ Interest in Engineering, Veronica L. Nelson |
| 28. | Advancing Women Executives, Meiko Takayama |
| 29. | AdvanSix, Erin Kane |
| 30. | Adventure Rock Climbing & Fitness, Jim Guarinacci |
| 31. | Advocate Aurora Health, Jim Skogsergh |
| 32. | Ad Council, Lisa Sherman |
| 33. | AEG, Dan Beckerman |
| 34. | AEI Consultants, Holly Neber |
| 35. | Aerospace Corporation, Steve Isakowitz |
| 36. | The AES Corporation, Andres R. Gluski |
| 37. | AESC, Karen B. Greenbaum |
| 38. | Aflac Incorporated, Daniel P. Amos |
| 39. | Agilent Technologies, Mike McMullen |
| 40. | Agios Pharmaceuticals, Jacqualyn A. Fouse |
| 41. | AICPA, Barry C. Melancon, CPA, CGMA |
| 42. | AIG, Brian Duperreault |
| 43. | Air General, Patrick Maloney |
| 44. | Air Liquide North America, Susan Ellerbusch |
| 45. | Air Products, Seifi Ghasemi |
| 46. | Airswift, Janette Marx |
| 47. | Alaska Air Group, Brad Tilden |
| 48. | Alberta Companies, Vivek Sankaran |
| 49. | Albourne Group, John Claisse |
| 50. | Alcoa, Roy C. Harvey |
| 51. | AlertMedia, Brian Cruwer |
| 52. | Alimentation Couche-Tard/Circle K, Brian Hännasch |
| 53. | Allen & Gerritsen, Andrew Graff |
| 54. | Allergan, Brent Saunders |
| 55. | Allegeis Global Solutions, Chad Lane |
| 56. | AllianceBernstein, Seth Bernstein |
58. Alliance Data, Edward J. Heffernan
59. Alliant Energy, John O. Larsen
60. Alliant Insurance Services, Thomas W. Corbett
61. Alliant International University, Andy Vaughn
63. Allinial Global, Mark J. Koziel, CPA, CGMA
64. The Allstate Corporation, Thomas J. Wilson
65. AllThingsAP LLC, Anthony Paradiso
67. Alnylam Pharmaceuticals, John Maraganore
68. ALPFA, Damian Rivera
69. Altarum Institute, Lincoln Smith
70. Altria Group, Inc., Howard A. Willard, III
71. Altra Industrial Motion Corp, Carl R. Christenson
72. Altus Group, Mike Gordon
73. Ameren, Warner Baxter
74. American Airlines, Doug Parker
75. American Association of Colleges of Pharmacy, Lucinda L. Maine
76. American Association of Physics Teacher, Beth A. Cunningham
77. American Astronomical Society, Dr. Kevin B. Marvel
78. American Bar Association, Jack Rives
79. American Cancer Society, Gary M. Reedy
80. American Century Investments, Jonathan Thomas
81. American College of Clinical Pharmacy, Michael S. Maddux, Pharm.D., FCCP
82. American College of Healthcare Executives, Deborah J. Bowen, FACHE, CAE
83. American Counseling Association, Richard Yep, CAE, FASAE
84. American Crystallographic Association, Kristin H. Stevens
85. American Family Insurance, Jack Salzwedel
86. American Heart Association, Nancy Brown
88. The American Institute of Architects, Robert Ivy
89. The American Institute of Physics, Michael H. Moloney, PhD
90. American Institutes for Research, David Myers
91. American Occupational Therapy Association, Sherry Keramidas
92. American Pacific Mortgage, Kurt A. Reisig
93. American Physical Therapy Association, Scott Knoer, MS, PharmD, FASHP
94. American Physical Therapy, Justin D. Moore
95. American School Counselor Association, Jill Cook
96. American Society for Microbiology, Stefano Bertuzzi
97. American Society of Association Executives, Susan Robertson
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135. Armanino LLP, Matthew J. Armanino
136. Arsenal Capital Partners, Terrence Mullen
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140. ASCP, Chad Worz, PharmD, BCGP
141. Ashley Stewart, James C. Rhee
142. Ansira, Jay Dettling
143. ASHP, Paul W. Abramowitz, Pharm.D, Sc.D. (Hon.), FASHP
144. Asian American Business Development Center, John Wang
145. Aspire, Jim Kales
146. Associated Bank, Philip B. Flynn
147. Association of College Unions International, John Taylor
148. Association Forum, Michelle Mason, CAE, FASAE
149. The Association of Junior Leagues International, Susan Danish
150. Assurant Inc., Alan Colberg
151. Assurance, Thomas E. Hennin
152. Astellas, Percival Barretto-Ko
153. Asurion, Tony Detter
154. A.T. Still University of Health Sciences, Craig M. Phelps, DO
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168. Automotive Hall of Fame, Ramzi Hermiz
169. AvalonBay Communities, Inc., Timothy J. Naughton
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172. Avantor, Michael Stubblefield
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178. B. Braun of America Inc., Jean-Claude Dubacher
179. B Line Events, Inc, Birgess Angelus
180. Babson College, Dr. Stephen Spinelli
181. Bain Capital, Jonathan S. Levine and John Connaughton
183. Baker Tilly, Alan D. Whitman
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190. Barings LLC, Michael Freno
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193. Bay Area Council, Jim Wunderland
194. Bay Federal Credit Union, Carrie L. Birkhofer
195. Bayer U.S., Patrick Lockwood-Taylor
196. BayWa r.e. Solar Systems LLC, Boaz Soifer
197. Baxter, José (Joe) E. Almeida
198. BBVA USA, Javier Rodriguez Soler
199. BCG, Joe Davis*
200. BDO USA LLP, Wayne Berson
201. Beacon Building Products, Julian Francis
202. Beam Suntory, Albert Baladi
203. Beautycounter, Gregg Renfrew
204. The Beck Group, Frederick Perpall
205. Becton Dickinson, Tom Polen
206. Bel Brands USA, Bill Graham
207. Bellarmine University, Susan M. Donovan
208. Bellin Health System, Christine Woleske
209. Bells Partners, Jon Bell
210. Bennett Thrasher LLP, Jeff Einsiedel
211. BenReese LLC, Benjamin D. Reese Jr.
212. Bentley University, Alison Davis-Blake
213. Berkowitz Pollack Brant Advisors + CPAs, Joseph L. Saka
214. Berkshire Bank, Sean Gray
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312. Carlisle Companies, Inc., D. Christian Koch
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314. Carnegie Mellon University, Farnam Jahanian
315. Carr, Riggs & Ingram, LLC, William Carr
316. Carrier, David L. Gitlin
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320. Catalyst, Lorraine Hariton
322. CBIZ, Inc., Jerry Grisko
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324. CBRE, Bob Sulentic
325. CCIM Institute, Gregory J. Fine
326. CECP, Daryl Brewster
327. Celestica, Robert Mionis
328. Centene, Michael Neidorff
329. Centennial, Steven Levin
330. Center for Automotive Diversity, Inclusion & Advancement, Cheryl Thompson
331. Center for Creative Leadership, John Ryan
332. Central Ohio Diversity Consortium, Priscilla Hammonds
333. Centurion, LLC, Steven H. Wheeler
334. Century Snacks, Valerie Oswalt
335. Cerner Corporation, Brent Shafer
336. Certara, William F. Feehery
337. Cetera Financial Group, LLC, Adam Antoniades
338. Charger Ventures, Jessie B. Henry
339. Charles River Labs, James C. Foster
340. Charlotte Regional Business Alliance, Janet LaBar
341. Chart Industries, Inc., Jill Evanko
342. Chemonics, James Butcher
343. Chemours, Mark Vergnano
344. Cherry Bekart LLP, Michelle L. Thompson
345. Chesapeake Energy Corporation, Doug Lawler
346. Chestnut Hill Realty, Corp, Edward E. Zuker
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348. The Christ Hospital Health Network, Arturo Polizzi
349. C.H. Robinson Worldwide, Bob Biesterfeld
350. Chicago United, Tiffany Hamel Johnson
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388. CNA, Dr. Katherine McGrady
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648. Future State, Shannon Adkins
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657. General Atlantic, Bill Ford*
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659. General Motors, Mary Barra
660. Genworth, Thomas J. McInerney
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662. Georgetown University, John J. DeGioia, Ph.D.
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666. GID, Robert E. DeWitt
667. Girl Scouts of the USA, Judith Batty
668. Global Atlantic Financial Group, Allan Levine
669. Global Payments Inc., Jeffrey S. Sloan
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671. GlobalLogic Inc., Shashank Samant
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676. Goodwill Industries International, Inc. -
677. Goodwyn, Mills and Cawood, Inc., Jeffrey A. Brewer, AIA
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679. Grange Insurance, John Ammendola
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682. Great Place to Work, Michael C. Bush
683. Greater Cleveland Partnership, Joseph D. Roman
684. Greater Green Bay Chamber, Laurie Radke
685. Greater Green Bay Community Foundation, Dennis Buehler
686. Greater Houston Partnership, Bob Harvey
687. Greater Kansas City Chamber of Commerce, Joe Reardon
688. Greeley-Hansen, John Robak
689. Green Hasson Janks, Tom Barry
690. Greystar Real Estate Partners, Bob Faith
691. GRID
692. Griffith Foods Inc., TC Chatterjee
693. Groupon, Aaron Cooper
694. GTCR, Craig Bondy
695. The Guardian Life Insurance Company, Deanna Mulligan
696. Guitar Center, Ron Japinga
697. H&CO, LLP, Armando Hernandez
698. H&R Block, Jeffrey J. Jones II
699. Hackensack Meridian Health, Robert C. Garrett
700. Hall & Evans, LLC, Lance Eberhart
701. Hall Capital Partners, LLC, Kathryn A. Hall
702. Hamamatsu Corporation, Craig Walling
703. Handshake, Garrett Lord
704. Hannaford, Mike Vail
705. Hannon Armstrong, Jeff Eckel
706. Hannover Life Reassurance Company of America, Peter R. Schaefer
707. The Hanover Insurance Group, John C. Roche
708. Hantzman Wiebel LLP, Jennifer Lehman
709. Harley Davidson, Inc., Jochen Zeitz
710. HARMAN, Michael Mauser
712. Hasbro, Inc., Brian Goldner
713. The Haskell Company, Jim O’Leary
714. Headspring, Dustin Wells
715. Herrmann International, Karim Morgan Nehdi
716. The Hartford, Christopher J. Swift
717. Harvard Pilgrim Health Care, Michael Carson
<p>| 718. | Have Her Back Consulting, Pamela Culpepper, Caroline Dettman, Erin Gallagher, Founding Partners |
| 719. | Havi, Russ Smyth |
| 720. | HBK CPAs and Consultants, Christopher M. Allegretti |
| 721. | HealthHive, Stephen Farber |
| 722. | HealthScape Lifesciences, Helene D. Clayton-Jeter |
| 723. | Health Partners, Andrea M. Walsh |
| 724. | Heitman, LLP, Maury Tognarelli |
| 725. | Helmerich &amp; Payne, Inc., John W. Lindsay |
| 726. | Henderson Engineers, Rich Smith |
| 727. | Henry Ford Health System, Wright L. Lassiter III |
| 728. | Hepalink, Frank Sun |
| 729. | Herbalife Nutrition, John Agwunobi |
| 730. | Herman Miller, Inc., Andi Owen |
| 731. | The Hershey Company, Michele Buck |
| 732. | Hershey Entertainment &amp; Resorts, John Lawn |
| 733. | The Hertz Corporation, Paul Stone |
| 734. | Hewlett Packard Enterprise, Antonio Neri |
| 735. | Hexion Inc., Craig A. Rogerson |
| 736. | Highmark Health, David L. Holmberg |
| 737. | Hillrom, John Groetelaars |
| 738. | Hilton Worldwide, Christopher J. Nassetta |
| 739. | Hispanic Association of Colleges and Universities, Antonio Flores |
| 740. | Hispanic Association on Corporate Responsibility, Cic Wilson |
| 741. | HLB International, Marco Donzelli |
| 742. | HNI Corporation, Jeffrey Lorenger |
| 743. | Hollister Incorporated, George Malekel |
| 744. | Hollister Staffing, Kip Hollister |
| 745. | Holthouse Carlin &amp; Van Trigt LLP, Philip J. Holthouse |
| 746. | HP Inc., Dion Weisler |
| 747. | The Home Depot, Craig Menear |
| 748. | home kloud, Sachin Latawa |
| 749. | Horace Mann, Marita Zuraitis |
| 750. | Horizon Blue Cross Blue Shield of New Jersey, Gary D. St. Hilaire |
| 751. | Horizon Therapeutics, Timothy P. Walbert |
| 752. | Horizons for Homeless Children, Kate Barrand |
| 753. | Host Hotels, James F. Risoleo |
| 754. | Houghton Mifflin Harcourt, Jack Lynch |
| 755. | Houlihan Lokey, Scott Beiser |
| 756. | Houston Grand Opera, Perryn Leech |
| 757. | The Howard Hughes Corporation, David R O’Reilly |
| 758. | Howard University, Wayne A.I. Frederic |
| 759. | HSBC, Patrick J. Burke |
| 760. | Hudson Pacific Properties, Inc., Victor Coleman |
| 761. | Human Services Research Institute, David Hughes, Ph.D. |
| 762. | Humana, Bruce Broussard |
| 763. | Humu, Laszlo Bock |
| 764. | Hunt A Killer, Ryan Hogan |
| 765. | Huntington Bank, Steve Steinour |
| 766. | Huntington Ingalls Industries, Mike Petters |
| 767. | Hyatt Hotel Corporation, Mark Hoplamazian |
| 768. | Hyland, Bill Primmer |
| 769. | IAA, John W. Kett |
| 770. | IAC, Joey Levin |
| 771. | IAC Applications, Tim Allen |
| 772. | IBM, Ginni Rometty |
| 773. | iCIMS, Inc., Steve Lucas |
| 774. | ICMA-RC, Lynne Ford |
| 775. | iD Tech, Pete Ingram-Cauchi |
| 776. | IDEAS xLab, Josh Miller |
| 777. | Idelic, Nick Bartel and Hayden Cardiff |
| 778. | IDOC, David S. Brown |
| 779. | Income Research + Management, William A. O’Malley |
| 780. | IHS Markit, Lance Ugglia |
| 781. | IKEA US, Lars Petersson |
| 782. | Illinois CPA Society, Todd Shapiro |
| 783. | Illinois Tool Works Inc., E. Scott Santi |
| 784. | Illumina, Francis deSouza |
| 785. | ImmunoPrecise Antibodies Ltd, Jennifer Bath |
| 786. | Impact100 Council, Wendy H. Steele |
| 787. | Impossible Foods, Dr. Patrick Brown |
| 788. | InCheck, Andy Gallion |
| 789. | Incubeta US, John Cawdery |
| 790. | Indiana CPA Society, Jennifer B. Briggs |
| 791. | Infectious Diseases Society of America, Christopher D. Busky |
| 792. | Information Technology Senior Management Forum, Viola Thompson |
| 793. | Inforum, Terry Barclay |
| 794. | Infoblox, Jesper Andersen |
| 795. | Ingersoll Rand |
| 796. | Ingredion, Ilene Gordon |
| 797. | InnerWorkings, Rich Stoddart |
| 799. | INSIGHT Into Diversity, Holly Mandelson |</p>
<table>
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<tr>
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890. Lead Bank, Joshua C. Rowland
891. LEAD360, Dr. Eric Wynstin Walton
892. Leadership Education for Asian Pacifics, Inc. (LEAP), Linda Akutagawa
893. Lear Corporation, Raymond E. Scott
894. Legg Mason Global Asset Management, Joe Sullivan
895. Legility, Barry Dark
896. Legrand North & Central America, John Selldorff
897. Lehigh University, John D. Simon
898. Leidos, Roger Krone
899. Lehigh Valley Health Network, Brian Nester, DO
900. LendingHome, Michael Bourque
901. Lennox International, Inc., Todd Bluedorn
902. LEO Pharma Inc., Chris Posner
903. Levi Strauss & Co, Chip Bergh
904. Lexisn, Gary Buckland
905. LGA, LLP, John D. Geraci
906. Libbey Inc, Michael Bauer
907. Liberty Latin America, Balan Nair
908. Liberty Mutual Insurance Group, David H. Long
909. Lifebanc, Gordon R. Bowen
910. Lifespan, Timothy J. Babineau, MD
911. Life Cycle Engineering, Bob Fei
912. Limbix, Ben Lewis
913. Limeade, Henry Albrecht
914. LINC, Donna R. Cornelius
915. Lincoln Electric, Christopher L. Mapes
916. Lincoln Financial Group, Dennis R. Glass
917. Linkage, Inc., Jennifer McCollum
918. Literacy Pittsburgh, Carey Harris
919. Littelfuse Inc., David W. Heinzmann
920. LiveRamp Holdings, Scott Howe
921. LL Global, David Levenson
922. LGA CPAs and Business Providers, John D. Geraci
923. Locke Lord LLP, David Taylor
924. Lockheed Martin, -
925. Lockton Companies, LLC, Peter F. Clune, III
926. Logitech Intl., Bracken P. Darrell
927. L’Oréal USA, Frédéric Rozé
928. Loqules, Jai Al-Attas
929. Lowe's Companies, Inc., Marvin Ellison
930. The Lubrizol Corporation, Eric Schnur
931. Lumency, Ian Malcolm
932. Lumeri, Lucina Hanover
933. Lumin Digital, Jeff Chambers
934. M Financial Group, Westley V. Thompson
935. Macy’s, Jeff Gennette
936. Madison College, Dr. Jack E. Daniels III
937. Madison International Realty, Ronald Dickerman
938. Major League Baseball, Rob Manfred
940. Management Leadership for Tomorrow, John Rice
941. ManpowerGroup, Jonas Prising
942. Marcum LLP, Jeffrey M. Weiner
943. Marcus Thomas LLC, Jim Nash
944. Marist College, David Yellen
945. Marriott International, Arne Sorenson
946. Mars, Incorporated, Grant Reid
947. Marsh & McLennan Companies, Daniel S. Glaser
948. Mary Free Bed Rehabilitation Hospital, Kent Riddle
949. M&T Bank, Rene F. Jones
950. March of Dimes, Stacey D. Stewart
951. Maryland Association of CPAs and Business Learning Institute, Tom Hood
952. Masco Corporation, Keith J. Allman
953. Massachusetts Business Roundtable, JD Chesloff
954. Massachusetts Society of CPAs, Amy A. Pitter
955. MassMutual, Roger Crandall
956. Mastercard, Ajay Banga
957. Mathematica, Paul T. Decker
958. Matrix Service Company, John R. Hewitt
959. Mattel Inc., Ynon Kreiz
960. Maxim Healthcare Services, Bill Butz
961. Maxwell, Adriana Cisneros Basulto
962. Mazars USA, LLP, Victor Wahba
963. Mazuma Credit Union, Deonne Christensen
964. MBMG, Bruce Dennler
965. McAfee, Chris Young
966. McCownGordon Construction, Ramin Cheratif
967. McDermott, David Dickson
968. McDonald's, Chris Kempczinski
969. McKesson Corporation, Brian S. Tyler
970. McKinley Advisors, Jay Younger
972. McLane Middleton Professional Association, Cathleen A. Schmidt
973. MCM CPAs & Advisors, Brad Smith
974. MDA Leadership, Scott E. Nelson
975. MDC Partners, Mark Penn
976. MedChi, The Maryland State Medical Society, Gene Ransom, III
977. Medallia, Leslie Stretch
978. Medical Mutual, Rick Chiricosta
979. Medica, John Naylor
980. Medidata, Tarek Sherif
981. Medtronic, Omar Ishra
982. Meijer, Inc., Rick Keyes
983. Meketa Investment Group, Inc., Stephen McCourt & Peter Woolley
984. MemorialCare Health System, Barry S. Arbuckle, PhD
985. Menasha Corporation, James Kotek
986. Mentor, David Shapiro
987. Mercedes-Benz USA, Nicholas Speeks
988. Merck, Ken Frazier
989. Meredith Corporation, Tom Harty
990. Mesrobo Financial, Richard S. Price
991. MetLife, Richard S. Price
992. The MetroHealth System, Akram Boutros, MDMFH
993. MFHA, Gerry Fernandez
994. Miami University (Ohio), Dr. Gregory P. Crawford
995. Michelin NA, Alexis Garcin
996. Michaelman, Steven J. Shifman
997. Micron Technology, Inc., Sanjay Mehrotra
998. Miles & Stockbridge, Nancy Green
999. Milliken & Company, Halsey M. Cook
1000. Minnesota Wild, Craig L. Leipold
1001. Minor League Baseball, Pat O’Connor
1002. Mizuho Securities USA LLC, Jerry Rizzieri
1003. Mobility Credit Union, Ron Perry
1004. Modern Energy, Mark J. Laabs
1005. Moderna, Stéphane Bancel
1006. The MITRE Corporation, Dr. Jason Providakes
1007. Molson Coors Beverage Company, Gavin Hattersley
1008. Mondelēz International, Dirk Van de Put
1009. Money Management Institute, Craig D. Pfeffer
1011. Moody’s, Raymond McDaniel Jr.
1012. Moravian College, Bryon L. Grigsby
1013. Morgan Community College, Curt Freed
1014. Morgan Stanley, James P. Gorman
1015. Morgan State University, Dr. David Wilson
1016. Morneau Shepell, Stephen Liptrop
1017. Morningstar, Kunal Kapoor
1018. Morton, Dan Johnson
1019. Moss Adams, Christopher G. Schmidt
1020. Mount Mary University, Christine Pharr
1021. Movado Group Inc., Efrem Grinberg
1022. Mr. Cooper Group, Jay Bray
1023. MSX International, Fred Minturn
1024. Mutual of Omaha, James Blackledge
1025. My Gym Enterprises, Cory Bertisch
1026. My Gym Foundation, Aleah Whaley
1027. N.S. International, Ltd., Norio Minato
1029. National Association of Boards of Pharmacy, Lemrey “Al” Carter
1030. National Association of Manufacturers, Jay Timmons
1031. National Association of Insurance and Financial Advisors, Kevin M. Mayeux
1032. National Association of Social Workers, Angelo McClain
1033. National Bank Holdings Corporation, Tim Laney
1034. National Basketball Association, Adam Silver
1035. National Center for Women & Information Technology, Lucy Sanders
1036. National Down Syndrome Society, Kandi Pickard
1037. The National GEM Consortium, Brennon Marciano
1038. National Grid PLC, John Pettigrew
1039. National HBCU Business Deans Roundtable, Van B. Sapp
1040. National Life Group, Mehran Assadi
1041. National Multiple Sclerosis Society, Cyndi Zagieboylo
1042. National Organization on Disability, Carol Glazer
1043. National Retail Federation, Matthew Shay
1044. Nationwide, Kirt A. Walker
1045. Navigant, Julie Howard
1046. Navistar International Corporation, Periso V. Lisboa
1047. NCCI, Bill Donnell
1048. NCR Corporation, Michael D. Hayford
1049. Nearpod Inc., Jose Carrera
1050. NEPC, Michael P. Manning
1051. Nest, Rebecca van Bergen
1052. Netflix Inc., Reed Hastings
1053. New Belgium Brewing, Steve Fechheimer
1054. NewCo, John Battelle
1055. Newell Brands, Ravi Saligram
1056. NETGEAR, Patrick Lo
1057. Network of Executive Women, Sarah Alter
1058. Neuberger Berman, George H. Walker
1059. Neustar, Inc., Charles E. Gottdiener
1061. Nevada Society of CPAs, Anna Durst
1062. New Jersey Society of CPAs, Ralph Albert Thomas
1063. New York Life, Ted Mathas*
1065. Nexamp, Zaid Ashai
1066. Ni (National Instruments), Eric Starkloff
1067. Nielsen, David W. Kenny
1068. NiSource, Joe Hamrock
1069. Nixon Peabody LLP, Andrew Glincher
1070. Nordson Corporation, Sundaram Nagarajan (Naga)
1071. Nordstrom, Erik Nordstrom
1072. North Carolina Association of CPAs, Sharon Bryson
1073. North Country Business Products, Jim Freed
1074. North East Planning Group Inc., Riaz A. Khokhar, LUTCF
1075. North Hampton Community College, Dr. Mark H. Erickson
1076. Northern Illinois, Lisa C. Freeman
1077. Northland College, Michael O'Grady
1078. Northrop Grumman, Kathy Warden
1079. Northeast Wisconsin Technical College, Dr. H. Jeffrey Rafn
1080. North Star Travel Media, LLC, Thomas Kemp
1081. Northwestern Mutual, John Schlifske
1082. Novant Health, Carl Armato
1083. NTower, Bertina Ceccarelli
1084. Nuance Communications, Mark Benjamin
1085. NuStep, Inc, Madhukar Govindaraju
1086. nVent Electric, plc, Beth Wozniak
1087. O'Connor & Drew P.C., Mark Dow
1088. Oaktree Capital Management, Jay Wintrob
1089. Oatey Co., Neal R. Restivo
1090. Obagi, Jaime Castle
1091. OceanFirst Bank, Christopher Maher
1092. The Ohio Society of CPAs, Anna Durst
1093. The Ohio Society of Certified Public Accountants, Scott D. Wiley
1094. The Ohio State University, Michael V. Drake
1095. Okta Inc., Todd McKinnon
1096. Omnicom Group, John Wren
1097. Oncor, Allen Nye
1098. The One Club for Creativity Inc., Kevin Swanepoel
1099. One To World, Jen Clarke
1100. OneAmerica, J. Scott Davison
1101. Ontario Systems, LLC, Tim O'Brien
1102. The Optical Society, Elizabeth A. Rogan
1103. Oregon State University, Edward Ray
1104. Origami Rehabilitation, Tammy Hannah
1105. Orrick, Herrington & Sutcliffe, LLP, Mitch Zuklie
1106. Oshkosh Corporation, John C. Pfeifer
1107. Out Athlete Fund, Alejandro Soejarto
1108. Out Leadership, Todd Sears
1109. Owens Corning, Brian Chambers
1110. Pace University, Marvin Krislov
1131. Pacific Life, James T. Morris  
1132. Pacific Rim Capital, Inc., Marc Mills  
1133. Palo Alto Networks, Nikesh Arora  
1134. Pan-American Life Insurance Group, José S. Suquet  
1135. Pan-Mass Challenge, Billy Starr  
1136. Pancreatic Cancer Action Network, Julie Fleshman  
1137. Papa John's, Rob Lynch  
1138. Parata, Rob Kill  
1139. Parchment, Matthew Pittinsky  
1140. Panduit, Dennis Renaud  
1141. Park Hotels & Resorts, Thomas J. Baltimore, Jr.  
1142. Park University, Greg Gunderson  
1144. Participant Media, David Linde  
1145. Partners Capital Investment Group, LLP, Arjun Raghavan  
1146. Partners HealthCare, Anne Klibanski, MD  
1147. Patient Care Coordination, Paul Rimar  
1148. Paul Hastings LLP, Seth Zachary  
1149. Paul, Weiss, Rifkind, Wharton & Garrison LLP, Brad S. Karp  
1150. Paychex, Inc., Martin Mucci  
1152. PayPal, Dan Schulman  
1153. PBMax LLC, Harvey L. Johnson  
1154. PCMA, JC Scott  
1155. Peabody, Glenn Kellow  
1156. Peakon, Phil Chambers  
1157. Peapod Digital Labs, JJ Fleeman  
1158. Pella Corporation, W. Timothy Yaggi  
1159. Peloton, John Foley  
1160. Peninsula Family Service, Heather Cleary  
1161. The Penn Mutual Life Insurance Company, Eileen C. McDonnell  
1162. Penn National Insurance, Robert B Brandon  
1163. The Pennsylvania State University, Eric J. Barron  
1164. Pentair, John Stauch  
1165. Penn State College of Medicine and Penn State Health Milton S. Hershey Medical Center, Stephen M. Massini  
1166. Penn State Erie, The Behrend College, Ralph M. Ford  
1167. PepsiCo, Inc., Ramon Laguarta  
1168. Perdue Farms, Randy Day  
1169. Performance Contracting Group, William P. Massey  
1170. Per Scholas, Plinio Ayala  
1171. Pfizer Inc., Dr. Albert Bourla  
1172. PFSweb, Mike Willoughby  
1173. PGA of America, Seth Waugh  
1174. PGA TOUR, Jay Monahan  
1175. Pharmaceutical Research and Manufacturers of America (PhRMA), Stephen Ubl  
1176. Philadelphia Bar Association, A. Michael Snyder  
1177. Philadelphia Union, Tim McDermott  
1178. Physicians Mutual, Rob Reed  
1179. Pikes Peak Community College, Lance Bolton  
1180. PIMCO, Emmanuel Roman  
1181. Pioneer Management Consulting, Molly Koenen  
1182. Pipeline Equity, Katina Roy  
1183. Pipeworks Studio, Lindsay Gupton  
1184. Pittsburgh Pirates, Robert M. Nutting  
1185. Pivot Interiors, Inc., Ken Baugh  
1186. Plante Moran, James Prope  
1187. Playa Hotels and Resorts, Bruce D. Wardinski  
1188. Ping Identity, Andre Durand  
1189. Piper Sandler, Chad Abraham  
1190. Pluralsight, Aaron Skonnard  
1191. Placers, Chris Burkhard  
1192. Point B, Mike Pongon  
1193. Polaris, Mike Speetzen  
1194. Portfolio Creative, Kristen Harris  
1195. Portland General Electric, Maria Pope  
1196. Post Acute Medical, Anthony F. Misitano  
1197. PPG, Michael McGarry  
1198. PPL Corporation, Vincent Sorgi  
1199. PR Council, Kim Sample  
1200. Precision Medicine Group, Mark Klein  
1201. Premier, Inc., Susan DeVore  
1202. Presbyterian Healthcare Services, Dale Maxwell  
1203. Prevent Child Abuse New Jersey, Rush L. Russell  
1204. PRIMEGLOBAL, STEPHEN HEATHCOTE  
1205. PrincetonOne, David E. Campeas  
1206. Principal Financial Group  
1207. Pro Unlimited, Inc and Right Sourcing, Inc., Kevin Akeroyd  
1208. Procure, Tooey Courtemanche  
1209. Procter & Gamble, David Taylor*  
1210. Progressive, Tricia Griffith  
1211. ProMedica, Randy Oostra
1212. Protective Life Corporation, Rich Bielen
1213. Proterra, Jack Allen
1214. Protiviti, Joseph A. Tarantino
1215. Provenance Wealth Advisors, Eric Zeitlin
1216. Providence College, Rev. Brian J. Shanley, O.P.
1218. PSEG, Ralph Izzo
1219. PTC, James E. Heppelmann
1220. Publicis Groupe, Arthur Sadoun
1221. Puppet, Inc., Yvonne Wassenaar
1222. PureCars, Jeremy Anspach
1223. Pure Romance LLC, Chris Cicchinelli
1224. PVH, Emanuel Chirico
1225. PuC, Tim Ryan*
1226. QAD Inc., Anton Chilton
1227. QBE North America, Todd Jones
1228. QIAGEN N.V., Thierry Bernard
1229. Qualcomm Incorporated, Steve Mollenkopf
1230. Quartz Health Solutions, Inc., Mark J. Selna, MD
1231. Queens College CUNY, Félix V. Matos Rodríguez
1232. Quick Base, Ed Jennings
1233. Quicken Loans, Jay Farner
1234. Qurate Retail Group, Mike George
1235. Rabobank, Paul Beiboer
1236. Ranken Technical College, Don Pohl
1237. Rockland Trust Company, Christopher Oddiefson
1238. Randstad North America, Karen Fichuk
1239. Rapid7, Corey Thomas
1240. Raymond James Financial, Paul C. Reilly
1241. Raytheon Technologies, Gregory J. Hayes
1242. RBK Capital Markets, LLC, John Thurlow
1243. Realogy, Ryan M. Schneider
1244. ReBoot Accel, Diane Flynn
1245. ReecerNichols Real Estate, Mike Frazier
1246. Red Ventures, Ric Elias, Co-Founder
1247. Red Wing Shoe Company, Mark C. Urda
1248. REECE ENTERPRISES FAMILY MEDIA COMPANY, Terry Reece
1249. Reed Smith LLP, Sandy Thomas
1250. Regal Beloit Corporation, Louis V. Pinkham
1251. Regency Centers, Lisa Palmer
1253. Regions Insurance Group of America Inc., Anna Manning
1254. Renewable Energy Buyers Alliance (REBA), Miranda AA Ballentine
1255. Republic Services, Donald W. Slager
1256. Retail Business Services, Roger Wheeler
1257. RevGen Partners, Inc., Kirk Mielenz
1258. Reynolds American, Guy Meldrum
1259. RHR International LLP, Dante Capitano
1260. Ripple Effect, Amy Bielski
1261. Ripple Foods, Laura Flanagan
1262. Riverbed Technology, Inc., Rich McBee
1263. RKL LLP, Ed Monborne
1264. Robert Half International, M. Keith Waddell & Paul F. Gentzkow
1265. Robert Morris University, President Chris Howard, D.Phil.
1266. Rocket Software, Andrew J Youniss
1267. Rockwell Automation, Blake Moret
1268. Roosevelt Management Company, Jeffrey Toll
1269. Rosendin Electric, Inc. Mike Greenawalt
1270. Rosetta Stone, John Hass
1271. Royal Caribbean Group, Richard D. Fain
1272. Royal Neighbors of America, Cynthia A. Tidwell
1273. The Royster Group, Ken R. Taunton
1274. RRD, Daniel Knotts
1275. RSM US LLP, Joe Adams
1276. Rubicon, Nate Morris
1277. Russell Reynolds Associates, Clarke Murphy
1278. Rutgers The State University of NJ, Jonathan Holloway
1279. RXR Realty, Scott Rechler
1280. Ryan Companies, Brian C. Murray
1281. Saint Louis University, Fred P. Pestello, Ph. D.
1282. Saint Michael’s College, Lorraine Sterritt
1283. SABIC, Americas, Gregory A. Adams
1284. Saxs OFF 5TH, Paige Thomas
1285. Salesforce, Marc Benioff
1286. Sally Beauty Holdings, Inc., Chris Brickman
1287. Salo, LLC, Amy Langer
1288. Sanofi North America, Bill Sibold
1289. Sage, Stephen Kelly
1290. Salary Finance, Asesh Sarkar
1291. Sapient Insights Group, Susan R. Richards
1292. SAS, Jim Goodnight
1293. Saturday Morning Group, Keith Cartwright
1294. Savills, Mitchell E. Rudin
1301. S&P Global, Douglas Peterson
1302. Schneider Downs, Steven D. Thompson and Timothy J. Hammer
1303. Schnitzer Steel Industries, Inc., Tamara L. Lundgren
1304. School Nutrition Association, Patricia Montague
1305. Schreiber Foods, Inc., Ron Dunford
1306. Seagate Technology, Dr. Dave Mosley
1307. Sealed Air, Ted Doheny
1308. Seattle Children’s Hospital, Jeff Sperring, MD
1309. Second Street, Matt Coen
1310. Secura, David D. Gross
1311. Securian Financial, Chris Hilger
1312. Security Industry Association, Don Erickson
1313. Security National Life Insurance Company, Scott M. Quist
1314. The Select Group, George Karakostantis
1315. Sempra Energy, Jeffrey W. Martin
1316. Sensiba San Filippo LLP, John Sensiba
1317. SEO, William Goodloe
1318. Sepire, Michelle Steinberg
1319. Service Corporation International, Thomas L. Ryan
1320. The Sherwin-Williams Company, John G. Morikis
1321. Sheryl Sandberg & Dave Goldberg Family Foundation, Rachel Thomas
1322. Shook, Hardy & Bacon L.L.P., Madeleine McDonough
1323. Sidley Austin LLP, Michael J. Schmidtberger
1324. SIFMA, Kenneth E. Bentsen, Jr.
1325. Sikich LLP, Christopher L. Geier
1326. Silicon Valley Leadership Group, Ahmad Thomas
1327. SingerLewak, Jim Pitrat
1328. Siskin Hospital for Physical Rehabilitation, Matthew A Gibson, PhD, FACHE
1329. Sitetracker, Inc., Giuseppe Incitti
1330. Skoda Minotti, Gregory J. Skoda
1331. SkyWest, Russell A. (Chip) Childs
1332. Slalom Consulting LLC, Brad Jackson
1333. Smoothie King, Wan Kim
1334. Social Solutions, Erin Mulligan Nelson
1336. Society of Actuaries, Gregory W. Heidrich
1337. Sojourn, Tom Thimot
1338. Sodexo North America, Sarosh Mistry
1339. Sojern, Mark Rabe
1340. Sol-Up, Frank Rieger
1341. Solar Energy Industries Association, Abigail Ross Hopper
1342. The Solar Foundation, Andrea Luecke
1343. Solenis LLC, John Panichella
1344. SONIC, America’s Drive-In, Clifford Hudson
1345. Sonoco, Howard Coker
1346. Sotera Health, LLC, Michael B. Petras, Jr.
1347. Southern Company, Tom Fanning
1348. Southern Illinois University System, Daniel Mahony
1349. Southern New Hampshire University, Paul LeBlanc
1350. Southwire Company, LLC, Rich Stinson
1351. Spark Creative, Christophe Lloyd
1352. SPEAR Physical Therapy, Dan Rootenberg
1353. Spectrum Health, Christina Freese Decker
1354. Spekit, Melanie Fellay
1355. Spelman College, Mary Schmidt Campbell, Ph.D.
1356. Spencer Stuart, Benjamin F. Williams
1357. Spire Energy, Suzanne Sitherwood
1358. Springboard Consulting LLC, Nadine O. Vogel
1359. Springfield College, Mary-Beth A. Cooper
1360. SPS Commerce, Archie Black
1361. SPX Corporation, Gene Lowe
1362. SRS Distribution, Inc., Daniel R. Tinker
1363. St. Bonaventure University, Dennis R. DePerro, Ed.D.
1364. St. John's University, Dr. Conrado Gempesaw
1365. St. Louis Community College, Dr. Jeff L. Pittman
1366. St. Louis Convention and Visitors Commission, Kathleen M. Ratcliffe
1367. Staffing 360 Solutions, Inc., Brendan Flood
1368. The Standard, J. Greg Ness
1369. Standard Beverage Corporation, Darrell Swank
1370. Standard Chartered Bank, Torry Bernstein
1371. Stanley Black & Decker, Jim Loree
1372. Stanley Consultants Inc., Kate Harris
1373. Stantec, Gord Johnston
1374. Staples Inc., -
1375. Star Legacy Foundation, Lindsey J. Wimmer
1376. Starkey, Brandon Sawalich
1377. Starlight Theatre Association of Kansas City, Inc., Richard Baker
1378. State Auto Insurance Companies, Michael LaRocco
1379. State Street, Ronald O’Hanley
1380. State Farm, Michael L. Tipsord
1381. StepStone Group, Scott Hart
1382. Stericycle, Inc., Cindy Miller
1383. Stetson University, Christopher F. Roellke
1384. Stevens Institute of Technology, Nariman Farvardin
1385. Stinson, Mark Hinderks
1386. Stop & Shop, Gordon Reid
1387. Strategic Education, Inc., Kari McDonnell
1388. Structure Tone, James Donaghy
1389. Stryker, Kevin Lobo
1390. Substantial, Carey Jenkins
1391. Summit CityMD, Jeffrey Le Benger
1392. Sunovion, Antony Loebel, M.D.
1393. SunPower Corporation, Tom Werner
1394. Sunrun Inc., Lynn Jurich
1395. Superior Industries, Majdi Abulaban
1396. SurveyMonkey, Zander Lurie
1397. Swiss Re, Eric Smith
1398. Symmetra Financial Corp., Margaret Mesiter
1399. Syneos Health, Alistair Macdonald
1400. Symantec, Greg Clark
1401. Symrise, Anthony Loebel, M.D.
1402. Symmetry Financial, Margaret Keane
1403. Synpulse Management Consulting, Ingo Muschick
1404. Swisco, Paul Pallas
1405. Swiss Re, Eric Smith
1406. Tapestry, Inc., Joanne C. Crevoiserat
1407. T&M Associates, Gary Dahms
1408. Talcott Resolution, Peter Sannizzaro
1409. TALKE USA Inc., Richard Heath
1410. Tallo, Casey L. Welch
1411. Tanenbaum, Rev. Mark E. Fowler
1412. TEGNA Inc., Dave Lougee
1413. TEC Group, Sam Cobbs
1414. Tech Data Corporation, Rich Hume
1415. Tech Soft 3D, Ron Fritz
1416. TechnipFMC, Douglas J. Pferdehirt
1417. TE Connectivity, Terrence Curtin
1418. TE Connectivity, Terrence Curtin
1419. Team Rubicon, Jake Wood
1420. TEGNA Inc., Dave Lougee
1421. Team Rubicon, Jake Wood
1422. TEGNA Inc., Dave Lougee
1423. Teladoc Health, Inc., Jason Gorevic
1424. TESS furry by Design, LLC, Jay Alvather
1425. TESS furry by Design, LLC, Jay Alvather
1426. TESS furry by Design, LLC, Jay Alvather
1427. TESS furry by Design, LLC, Jay Alvather
1428. Teradata Corporation, Steve McMillan
1429. TERRA Staffing Group, Greg Lambert
1430. TerraPro Solutions, Kimberly Centera
1431. TESOL International Association, Rosa Aronso
1432. Texas A&M University, Michael K. Young
1433. Texas Christian University, Victor Boschini
1434. Texas Instruments, Richard K. Templeton
1435. Texas Society of Certified Public Accountants, Jodi Ann Ray
1436. Texas State University, Dr. Denise M. Trauth
1437. Thermofisher Scientific, Marc Casper
1438. Thesis, Ryan Buchanan
1439. Thomson Reuters, James Smith
1440. THOR Industries, Inc., Bob Martin
1441. Thrivent, Teresa J. Rasmussen
1442. Thyrood Marshall College Fund, Harry L. Williams
1443. TIAA, Roger W. Ferguson, Jr.
1444. Tiffany & Co., Alessandro Bogliolo
1445. Tillamook, Patrick G. Critzer
1446. Tinuiti, Zachary Morrison
1447. Tipping Point Community, Sam Cobbs
1448. Titus Talent Strategies, Jonathan Reynolds
1449. Tivity Health, Richard Ashworth
1450. TMI Consulting Inc., Laura S. Bowser
1451. T-Mobile USA, Mike Sievert
1452. Togo Run, Gloria Janata
1453. Toledo Museum of Art, Adam Levine
1454. Tonneson + Co, Richard E. Mastrocola
1455. Toyota Financial Services, Mark S. Templin
1456. Toyota Motor North America, Tetsuo “Ted” Ogawa
1457. TPG, Jon Winkelried
1458. Tractor Supply Company, Hal Lawton
1459. TradeStation Group, Inc., John Bartleman
1460. T.Rowe Price, William J. Stromberg
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1463. TransUnion, Chris Cartwright
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1465. Travelport, Greg Webb
1466. Trekk Design Group LLC, Kimberly Robinett
1467. TrendSource Inc., Victoria Hyzer
1468. Tricentis USA, Sandeep Johri
1469. TriHealth, Mark Clement
1470. Trimble, Inc., Robert G. Painter
1471. TRIMEDX, Henry Hummel
1472. Trinidad State, Rhonda Epper
1473. Trinity Property Consultants, Michael Earl
1474. Troy Chamber of Commerce, Tara Tomcsik-Husak
1475. TRSA, Joseph Ricci
1476. Truco Enterprises, Lisa Walsh
1477. True Impact, Farron Levy
1478. Trust Financial, Kelly S. King
1479. Trustmark, Kevin Slawin
1480. Truthos, LLC, Scott Kroeker
1481. Tufts Health Plan, Thomas Croswell
1482. Tufts Medical Center, Michael Apkon
1483. Tupperware, Rick Goings
1484. Turknett Leadership Group, Tino Mantella
1485. Tyson Foods, Inc., Dean Banks
1486. UHY Advisors, Inc., Steven P. McCarty
1487. UKG, Aron Ain
1488. The Ultimate Software Group, Scott Scherr
1489. UMass Memorial Health Care, Eric W. Dickson, MD
1490. UMB Financial Services, Mariner Kemper
1491. UncommonGoods, David Bolotsky
1492. Under Armour, Patrik Frisk
1493. UNFI, Steve Spinner
1494. Unilever, Amanda Sourry
1495. Unisys, Peter Altabef
1496. UnitedHealth Group, David S. Wichmann
1497. United Airlines, Oscar Munoz
1498. United Educators, Janice M. Abraham
1499. Union Pacific, Lance Fritz
1500. United Way Worldwide, Suzanne McCormick
1501. Univar Solutions, David C. Jukes
1502. Universal Insurance Holdings, Stephen J. Donaghy
1503. Universities Space Research Association, Dr. Jeffrey A. Isaacson
1504. The University of Alabama, Dr. Stuart R. Bell
1505. University of Arkansas, Joseph E. Steinmetz
1506. University of California, Berkeley, Carol T. Christ
1507. University of Dayton, Eric F. Spina
1508. University of Hartford, Gregory S. Woodword
1509. University of Illinois at Urbana-Champaign, Robert J. Jones
1510. University of Louisville, Neeli Bendapudi
1511. University of Maryland, Baltimore County, Dr. Freeman Hrabowski
1512. University of Massachusetts Amherst, Kumbe R. Subbaswamy
1513. University of Michigan - Mark S. Schlissel
1514. University of Missouri - Columbia, Alexander N. Cartwright
1515. University of Missouri - St. Louis, Kristin Sobolik
1516. University of Missouri System, Mun Choi
1517. University of Nebraska–Lincoln, Ronnie Green
1518. University of New Hampshire, James W. Dean Jr.
1519. University of New Mexico, Garnett S. Stokes
1520. University of North Carolina at Chapel Hill, Kevin M. Guskiewicz
1521. University of Northern Iowa, Mark A. Nook
1523. The University of Pittsburgh Medical Center, Jeffrey A. Romoff
1524. University of San Francisco, Paul Fitzgerald, S.J.
1525. University of St. Thomas, Julie Sullivan
1526. University of Virginia, James E. Ryan
1527. University of Wisconsin - Green Bay, Michael Alexander
1528. Unreasonable Group, Daniel Epstein
1529. Unum Group, Richard McKenney
1530. UPS, David Abney
1531. USAA, Wayne Peacock
1532. User Testing, Andy MacMillan
1533. USG Corporation, Christopher R. Griffi
1534. U.S. Bancorp, Andrew Ceere
1535. U.S. Cellular Corporation, Laurent Therivel
1536. U.S. Steel Corp., David Burritt
1537. U.S. Venture Inc., John Schmidt
1538. Vail Resorts, Rob Katz
1539. UL, Jennifer Scanlon
1540. Ulta Beauty, Mary Dillon
1541. Vaco, Jerry Bostelman
1542. Valley National Bank, Ira Robbins
1543. Vantage Construction Corporation, William H. Moore
1544. Vantis Life Insurance Company, Scott Smith
1545. vCom Solutions, Gary Storm
1546. Venerable, Patrick Lusk, David Marcinek
1547. Ventas, Inc., Debra A. Cafaro
1548. Verisk Analytics, Scott. G. Stephenson
1549. Veritas, Greg Hughes
1550. Verizon, Hans Vestberg
1551. Versum Materials, Guillermo Novo
1552. Vertex Pharmaceuticals, Reshma Kewalramani, M.D.
1553. Veyo, LLC, Josh Komenda
1554. VF Corporation, Steve Rendle
1555. Vi, Randy Richardson
1556. Viacom Inc., Robert Bakish
1557. Victory Capital Management, David C. Brown
1558. Villanova University, Rev. Peter M. Donohue, O.S.A.
1559. Victory Junction, Chad A. Coltrane
1560. Vimeo, Anjali Sud
1561. Vireo Health, Dr. Kyle E. Kingsley
1562. Virginia Mason Health System, Gary S. Kaplan, MD
1563. Virginia Society of Certified Public Accountants, Stephanie R. Peters
1565. VISTA COVA, Lowell M. Aplebaum
1566. Vistage Worldwide, Inc., Sam Reese
1567. Vistra Corp., Curtis Morgan
1568. Vitalant, David R. Green
1569. Vitalink, Jeanne Frazer
1570. Vitesco Technologies, Sandy Stojkovski
1571. The Vitamin Shoppe, Sharon M. Leite
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