

CEO Action Pledge, All Signatory List

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 incongruency with these values of openness, we are building trust, encouraging compassion and open-mindedness, and reinforcing our commitment to a culture of inclusivity.

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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.

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Signatories

1. (ISC)², Inc., Clar Rosso
2. 1-800-FLOWERS.COM, Inc., Chris Mccann
3. 21st Century Fox, James R. Murdoch
4. 23andMe, Inc, Anne Wojcicki
5. 3D Systems, Jeffrey Graves
6. 3M, Michael F. Roman
7. 8minute Solar Energy, Tom Buttgenbach
8. A Better Way, Inc., David Channer
9. A-Rod Corp, Alex Rodriguez
10. A.T. Kearney, Alex Liu
11. A.T. Still University (ATSU), Craig M. Phelps, Do
12. AAA Club Alliance, Tom Wiedemann
13. AAA Life Insurance Company, Ankur Chaturvedi
14. AABB (American Association of Blood Banks),
Debra S. Benavram
15. AACSB International, Caryn Beck-Dudley
16. AAFCPAs, Carla Mccall
17. AbbVie, Richard Gonzalez
18. ABC Fitness Solutions, Bill Davis
19. Abdo, Steve Mcdonald
20. Abt Associates, Kathleen Flanagan
21. Acadia Realty Trust, Kenneth F. Bernstein
22. Acadian Asset Management, Ross Dowd
23. Accenture, Julie Sweet
24. Access: Supports for Living, Ronald Colavito
25. Achieve More LLC, Mariama Boney
26. Achieve3000, Stuart Udell
27. Acore Capital LP, Christopher Tokarski
28. Acoustical Society of America, Susan Fox
29. ACT, Inc., Janet Godwin
30. Actalent, Chad Koele
31. Action for Healthy Kids, Rob Bisceglie
32. Ad Council, Lisa Sherman
33. Adient plc, Douglas Del Grosso
34. Adobe, Shantanu Narayan
35. ADP, Carlos Rodriguez
36. Adtalem Global Education, Stephen Beard
37. ADUSA Supply Chain Companies, Chris Lewis
38. AdvaMed, Scott Whitaker
39. Advance Auto Parts, Tom Greco
40. Advanced Group, Leo J. Sheridan
41. Advanced Micro Devices, Inc., Dr. Lisa Su
42. Advancing Minorities' Interest in Engineering,
Veronica L. Nelson
43. Advancing Women Executives, Meiko Takayama
44. AdvanSix, Erin Kane
45. Advantage Solutions Inc, Jill Griffin
46. Adventure Rock Climbing & Fitness, Jim
Guarnaccio
47. Advocate Aurora Health, Jim Skogsbergh
48. AEG, Dan Beckerman
49. AEI Consultants, Holly Neber
50. Aerospace Corporation, Steve Isakowitz
51. Aerotek, Tom Kelly
52. AESC, Karen Greenbaum
53. Afar, Greg Sullivan
54. Aflac Incorporated, Daniel Amos
55. African Link Initiative, Shazel Muhammad
56. Agilent Technologies, Michael R. McMullen
57. Agility Bank, Lauren Sparks
58. Agios Pharmaceuticals, Jacquelyn Fouse
59. AIG, Peter Zaffino
60. Air General, Patrick Maloney
61. Air Liquide North America, Adam Peters
62. Air Products, Seifi Ghasemi
63. Airlines Reporting Corporation, Lauri Reishus
64. Airswift, Janette Marx
65. Alaska Air Group, Ben Minicucci
66. Albemarle Corporation, J. Kent Masters
67. Albertsons Companies, Vivek Sankaran
68. Albourne Group, John Claisse
69. Alcoa, Roy C. Harvey
70. Alert Media, Brian Cruver
71. Alexander & Baldwin, Christopher J. Benjamin
72. Alimentation Couche-Tard/Circle K, Brian
Hannasch

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73. Allegis Global Solutions, Chad Lane
74. Allego Inc, Yuchun Lee
75. Allen & Gerritsen, Andrew Graff
76. Allergan, Brent Saunders
77. Alliance Data, Edward J. Heffernan
78. Alliance Global Advisors, Jennifer Stevens
79. Alliance Global Advisors, Heather Border
80. Alliance Residential Company, V. Jay Hiemenz
81. AllianceBernstein, Seth Bernstein
82. Alliant Energy, John Larsen
83. Alliant Insurance Services, Thomas W. Corbett
84. Alliant International University, Andy Vaughn
85. Allianz Life Insurance Company of North America, Jasmine Jirele
86. Allied Electronics & Synovos Supply and Assets, Lindsley Ruth
87. Allina Health, Penny Wheeler
88. Allinial Global, Mark Koziel
89. Allstate, Thomas Wilson
90. AllThingzAP LLC, Anthony Paradiso
91. Ally Financial, Inc., Jeffrey Brown
92. Alnylam Pharmaceuticals, John Maraganore
93. ALPFA (Association of Latino Professionals For America), Damian Rivera
94. ALTA Language Services, Inc., Rob Jones
95. Altarum Institute, Lincoln Smith
96. Alteryx, Mark Anderson
97. Altra Industrial Motion Corp, Carl Christenson
98. Altria Group, William Gifford
99. Altus Group, Mike Gordon
100. AM General LLC, R. Andrew Hove
101. Ameren Corporation, Martin Lyons
102. American Airlines, Doug Parker
103. American Association for the Study of Liver Diseases (AASLD), Matthew Dâ™Uva
104. American Association of Colleges of Pharmacy, Lucinda Maine
105. American Association of Physicists in Medicine (AAPM), Angela Keyser
106. American Association of Physics Teachers, Beth Cunningham
107. American Astronomical Society, Kevin Marvel
108. American Axle & Manufacturing Holdings, Inc., David C. Dauch
109. American Bankers Association, Rob Nichols
110. American Bar Association, Jack Rives
111. American Campus Communities, Bill Bayless
112. American Cancer Society, Inc., Karen Knudsen
113. American Century Investments, Jonathan Thomas
114. American College of Clinical Pharmacy, Michael Maddux
115. American College of Healthcare Executives (ACHE), Deborah Bowen, Fache, Cae
116. American College of Osteopathic Family Physicians, Bob Moore
117. American Council of Life Insurers, Susan Neely
118. American Counseling Association, Richard Yep
119. American Crystallographic Association, Kristin Stevens
120. American Electric Power, Nicholas K. Akins
121. American Express, Stephen Squeri
122. American Express Global Business Travel, Paul Abbott
123. American Family Insurance, Bill Westrate
124. American Health Care Association, Mark Parkinson
125. American Health Law Association, David Cade
126. American Heart Association, Nancy Brown
127. American Institute of Physics, Michael Moloney, Phd
128. American Institutes for Research, David Myers
129. American Occupational Therapy Association (AOTA), Sherry Keramidas
130. American Pacific Mortgage, Kurt Reisig
131. American Pharmacists Association, Scott Knoer, Ms, Pharmd, Fashp
132. American Physical Society, Jonathan Bagger
133. American Physical Therapy Association, Justin D. Moore
134. American School Counselor Association, Jill Cook
135. American Society for Microbiology, Stefano Bertuzzi

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136. American Society of Association Executives, Susan Robertson
137. American Speech-Language-Hearing Association (ASHA), Vicki R. Deal-Williams
138. American Tower Corporation, Tom Bartlett
139. American University, Sylvia Burwell
140. American Water, Susan Hardwick
141. Americas Sthree, Sunny Ackerman
142. AmeriHealth Caritas Family of Companies, Paul A. Tufano
143. Ameriprise Financial, James Cracchiolo
144. AmerisourceBergen, Steven Collis
145. Amerisure Mutual Insurance Company, Gregory Crabb
146. Ameritas Life Insurance Corp. (ALIC), William Lester
147. AMG, Jay C. Horgen
148. Amherst College, Biddy Martin
149. Amica Insurance, Robert Dimuccio
150. Amicus Therapeutics, John Crowley
151. AMN Healthcare, Susan Salka
152. Amtrak, Stephen Gardner
153. AmTrust Financial Services, Barry Zyskind
154. Amwins Group, Inc., Scott M. Purviance
155. Amwins Group, Inc., Scott M. Purviance
156. Ancestry, Deborah Liu
157. Anchin, Block & Anchin LLP, Russell B. Shinsky
158. Andersen Corporation, Jay Lund
159. Andrews McMeel Universal, Alexander Sareyan
160. Angeles Investments, Michael A. Rosen
161. Anheuser-Busch InBev, Carlos Brito
162. AnitaB.org, Brenda Wilkerson
163. Annaly Capital Management, Inc., David L. Finkelstein
164. Anser Advisory, Bryan Carruthers
165. Ansira, Jay Dettling
166. AnswerLab, Amy Buckner Chowdhry
167. Ansys, Ajei Gopal
168. Antares Capital LP, Timothy G. Lyne
169. Anthem Inc., Gail Boudreaux
170. Antylia Scientific, Jon Salkin
171. Aon, Greg Case
172. APi Group, Russell Becker
173. Apollo Global Management LLC, Marc Rowan
174. Apple Hospitality REIT, Inc., Justin G. Knight
175. Applications Software Technology LLC (AST), Justin Winter
176. Applied Materials, Inc., Gary Dickerson
177. Aprio, LLP, Richard Kopelman
178. Aptiv, Kevin P. Clark
179. AQUA Dermatology, Larry Kraska
180. Aquiva Labs LLC, Nikolay Balba
181. AR Global, Michael Weil
182. Arbonne, Jean-David Schwartz
183. Archbright, Shannon Kavanaugh
184. Archer Daniels Midland Company, Juan R. Luciano
185. Arconic, Tim Myers
186. Ardagh Metal Packaging- North America, Claude Marbach
187. Arent Fox, Anthony Lupo
188. Ares Management Corporation, Michael Arougheti
189. Argentum, James Balda
190. Ariel Investments, John W. Rogers
191. Arlo Technologies, Matthew Mcrae
192. ARM, Simon Segars
193. Armanino LLP, Matthew Armanino
194. Aronson, Larry Davis
195. Arsenal Capital Partners, Terrance Mullen
196. Arthur J. Gallagher & Co., J. Patrick Gallagher
197. Ascena Retail Group, Inc., Lizanne Kindler
198. Ascend Inc., Anna Mok
199. Ascensus, David Musto
200. ASCP (American Society of Consultant Pharmacists), Chad Worz, Pharmd, Bcgp
201. Ashland Global Holdings Inc, Guillermo Novo
202. Ashley Stewart, James C. Rhee
203. ASHP, Paul Abramowitz
204. Asian American Business Development Center, John Wang
205. Asklepios BioPharmaceutical, Inc., Sheila Mikhail
206. Aspire, Jim Kales
207. Asplundh Tree Expert, LLC, Matthew Asplundh

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208. Associated Bank, Andrew Harmening
209. Association Forum, Michelle Mason
210. Association Headquarters, Robert Waller Jr
211. Association Management Center, Steve Smith
212. Association of College Unions International, John Taylor
213. Association of Corporate Citizenship Professionals, Carolyn Berkowitz
214. Association of International Certified Professional Accountants (AICPA), Barry Melancon
215. Association of the Wall and Ceiling Industry, Michael F. Stark
216. Assured Guaranty, Dominic J. Frederico
217. Assured Partners, Jim Henderson
218. Assurity, Thomas Henning
219. Astec Industries, Inc, Barry Ruffalo
220. Astellas, Percival Barretto-Ko
221. Aston Carter, Stuart Ferguson
222. Asurion, Tony Detter
223. AT&T, John Stankey
224. Athene Holding Ltd, James Belardi
225. Atlanta Hawks, Steve Koonin
226. Atlantic Union Bank, John Asbury
227. AtlantiCare, Lori Herndon
228. Atlas Air Worldwide, John Dietrich
229. Atlas Technical Consultants, Joe Boyer
230. Atlas Travel & Technology Group, Elaine Osgood
231. Atria Wealth Solutions, Doug Ketterer
232. AtriCure, Mike Carrel
233. Atrium, Chris Heineken
234. Auburn University, Jay Gogue
235. Audacy, David Field
236. Audio Visual Services Group LLC dba PSAV., Joseph McIlwain
237. August Leadership, Asad Haider
238. AuthoraCare Collective, Kristen Yntema
239. Authority Brands, Rob Weddle
240. Autodesk, Andrew Anagnost
241. Automation Workz, Ida Byrd-Hill
242. Automotive Hall of Fame, Ramzi Hermiz
243. AvalonBay Communities, Inc., Ben Schall
244. AVANGRID, Dennis Arriola
245. Avanos, Joseph Woody
246. Avantor, Michael Stubblefield
247. Avaya, Inc., Jim Chirico
248. Avenue Two Travel, Joshua Bush
249. Avenue5 Residential, Walter Smith
250. Avery Dennison, Mitch Butier
251. Avila University, Ronald A. Sleptiza
252. Avise, Graham Stanton
253. Avista, Dennis Vermillion
254. Avista Capital Partners, David Burgstahler
255. Axcelis Technologies, Mary Puma
256. AXIS Capital, Albert Benchimol
257. Axxess, John Olajide
258. B Line Events, Inc, Birgess Angelus
259. B&G Foods, Inc., Kenneth Casey Keller
260. B. Braun of America Inc., Jean-Claude Dubacher
261. Babson College, Stephen Spinelli
262. Bain & Company Inc., Manny Maceda
263. Bain Capital, LP, Jonathan Lavine
264. Bain Capital, LP, John Connaughton
265. Baker Tilly, Alan D. Whitman
266. Balchem, Ted Harris
267. Ball Corporation, John Hayes
268. Baltimore Orioles, John Angelos
269. Bancroft, Toni Pergolin
270. Bank of America, Brian Moynihan
271. Bankers Trust, Donald Coffin
272. Banner Health, Peter Fine
273. Barilla, Claudio Colzani
274. Barings LLC, Michael Freno
275. BarkBox, Manish Joneja
276. Barry Isett & Associates, Inc., Kevin Campbell
277. Bashen Corporation, Janet Emerson Bashen
278. Baxter Auto Group, Mickey Anderson
279. Baxter International Inc., Jose Almeida
280. Bay Area Council, Jim Wunderman
281. Bay Federal Credit Union, Carrie Birkhofer
282. Bayer U.S., Patrick Lockwood-Taylor
283. Baystate Health, Mark A. Keroack
284. BayWa r.e. Solar Systems LLC, Boaz Soifer
285. BBD LLP, James W. Kaiser
286. BBD LLP, Adam W. Watson

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287. BBVA, Javier Rodriguez Soler
288. BCG (Boston Consulting Group), Joe Davis
289. BDO USA LLP, Wayne Berson
290. BE MORE with Anu, Anu Gupta
291. Be the Match/National Bone Marrow Donor Program, Amy Ronneberg
292. Beacon Building Products, Julian Francis
293. Beam Suntory, Albert Baladi
294. Beautycounter, Gregg Renfrew
295. Becton Dickinson, Thomas Polen
296. Bed, Bath and Beyond Inc., Mark Tritton
297. Bel Brands USA, Bill Graham
298. Bell Partners, Jonathan Bell
299. Bellarmine University, Susan Donovan
300. Bellin Health System, Christine Woleske
301. Bennett Thrasher LLP, Jeff Eischeid
302. BenReese LLC, Benjamin Reese
303. Bentley University, Elrie Labrent "Brent" Chrite
304. Berkowitz Pollack Brant Advisors + CPAs, Joseph L. Saka
305. Berkshire Bank, Nitin Mhatre
306. Berkshire Residential Investments, David Olney
307. Bernard Robinson & Company, Alisa Moody
308. Berntson Porter & Company, PLLC, Robert Bernston
309. Berry Global, Inc., Tom Salmon
310. BerryDunn, Sarah Belliveau
311. Best Buy Co. Inc., Corie Barry
312. BetterWork Media Group, Lauren Lynch
313. BetterWork Media Group, Kevin Fields
314. BGZ brands, Kirk Feller
315. BHC Integrated Support Services, Eric O. Smith
316. BIC, Gonzalve Bich
317. Billy Reid, Jeffrey Zens
318. Bimbo Bakeries USA, Fred Penny
319. Binghamton University, Harvey Stenger
320. Biogen, Michel Vounatsos
321. BJC Healthcare, Richard Liekweg
322. Black & Veatch, Steve Edwards
323. Black Knight, Inc., Joseph Nackashi
324. Blackberry Limited, John Chen
325. BlackRock, Larry Fink
326. Blue Cross and Blue Shield of Louisiana, Steven Udvarhelyi
327. Blue Cross and Blue Shield of Minnesota, Craig Samitt
328. Blue Cross Blue Shield Association, Kim Keck
329. Blue Cross Blue Shield of Massachusetts, Andrew Dreyfus
330. Blue Cross Blue Shield of Michigan, Daniel Loepp
331. Blue Cross Blue Shield of North Carolina, Gerald Petkau
332. Blue Cross Blue Shield of Rhode Island, Martha Wofford
333. Blue Ocean Brain, Claire G Herring
334. Blue Planet Energy, Chris Johnson
335. Blue Yonder, Girish Rishi
336. BNY Mellon, Thomas Gibbons
337. Boats Group, Sam Fulton
338. BOK Financial, Stacy Kymes
339. Booz Allen Hamilton, Horacio Rozanski
340. Border States Electric, David White
341. BorgWarner, Frederic Lissalde
342. Borrego, Mike Hall
343. Boston Mutual Life Insurance Company, Paul Quaranto, Jr.
344. Boston Properties, Owen Thomas
345. Boston Scientific Corporation, Michael Mahoney
346. Bounteous, Keith Schwartz
347. Bowie State University, Aminta Breaux
348. Bowman & Company LLP, Michael Cesaro
349. Box, Aaron Levie
350. Boyden, Trina Gordon
351. BPM, James K. Wallace
352. Brandywine Realty Trust, Gerard H. Sweeney
353. Braskem America Inc., Mark Nikolich
354. Bremer Bank, Jeanne Crain
355. Brewery Running Series, Morgan Jappe
356. Bridgewater Associates, David McCormick
357. Brief Media, Elizabeth Green
358. Bright Horizons Family Solutions, Stephen Kramer
359. Brighthouse Financial, Eric F. Steigerwalt
360. Brighton Agency, Tina Vonderhaar

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361. Brighton Health Plan Solutions Holdings, Inc., James Cusumano
362. Brightstar Capital Partners, Andrew Weinberg
363. Bristlecone, Nirav Patel
364. Bristol Global Mobility, Joe Cardini
365. Bristol-Myers Squibb, Giovanni Caforio
366. Brixmor Property Group, James Taylor
367. Brillnt, Melanie Charlton
368. Broadmark Realty Capital, Jeffrey B. Pyatt
369. Broadstone Net Lease, Inc., Chris Czarnecki
370. Brown Brothers Harriman, William B. Tyree
371. Brown Smith Wallace, LLP, Tony Caleca
372. Brown-Forman, Lawson Whiting
373. Brunswick Corporation, David Foulkes
374. Bryant University, Ross Gittell
375. Bumble Bee Seafoods, Jan Tharp
376. Bunge, Greg Heckman
377. Burkhart Pizzanelli, Julie Quink
378. Burlington Stores, Michael O'Sullivan
379. Burns & McDonnell, Ray Kowalik
380. Bush Brothers & Company, Al Williams
381. Business Leaders for Michigan, Jeff Donofrio
382. Business-Higher Education Forum, Brian Fitzgerald
383. ButcherBox, Mike Salguero
384. C.H. Robinson Worldwide, Bob Biesterfeld
385. CA Technologies, Mike Gregoire
386. Cabot Corporation, Sean Keohane
387. Cadence Bank, James D. "Dan" Rollins III
388. Caerulean Analytics LLC, Mark Greenberg
389. Caesars Entertainment, Tom Reeg
390. CAI (Computer Aid, Inc.), Tom Salvaggio
391. Caliber Collision, Mark Sanders
392. Calibre CPA Group PLLC, James Kokolas
393. California Forward, Micah Weinberg
394. California Society of CPAs, Denise Froemming
395. Call Journey, Paul Humphrey
396. Callan LLC, Gregory Allen
397. Cambia Health Solutions, Mark Ganz
398. Cambridge Associates, David Druley
399. Camden Property Trust, Ric Campo
400. Camera Ready, Rhonda Overby
401. Campbell & Company, Kevin Cole
402. Campbell Soup Company, Mark Clouse
403. Canada Life Re, Jean-Francois Poulin
404. Capco Northeast, Michael Pugliese
405. Capital Group, Tim Armour
406. Capri Holdings Limited, Josh Schulman
407. Capri Holdings Limited, John Idol
408. Cardinal Health, Mike Kaufmann
409. Cardiovascular Systems, Inc., Scott Ward
410. Career Communications Group Inc., Tyrone D. Taborn
411. CareFirst BlueCross BlueShield, Brian D. Pieninck
412. Caregiven, Inc., Candice Smith
413. Cargill, David W. MacLennan
414. Carhartt, Mark Valade
415. Caribbean Food Delights, Sabrina Hosang Jordan
416. Carlisle Companies, Inc., Christian Koch
417. CarMax, Bill Nash
418. Carnegie Mellon University, Farnam Jahanian
419. Carnival Corporation & plc, Arnold Donald
420. Carr, Riggs & Ingram, LLC, William Carr
421. Carrier, David Gitlin
422. Carroll Organization, Patrick Carroll
423. Case Western Reserve University, Barbara R. Snyder
424. Castlight Health, Maeve O'Meara
425. Catalent, Inc., John Chiminski
426. Catalyst, Lorraine Hariton
427. Catholic Charities of Baltimore, William Mccarthy Jr
428. CBIZ, Inc., Jerry Grisko
429. CBL Properties, Stephen D. Lebovitz
430. CBRE, Bob Sulentic
431. CCIM Institute, Gregory Fine
432. CDH, P.C., Wendy Kelly
433. CECF, Daryl Brewster
434. Cedar Crest College, Elizabeth Meade
435. Cedar Gate Technologies, David Snow
436. Celestica, Robert Mionis
437. Cengage Group, Michael E Hansen
438. Centene Corporation, Sarah London

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439. Centennial, Steven Levin
440. Center for Automotive Diversity, Inclusion and Advancement, Cheryl Thompson
441. Center for Creative Leadership, Scott Bohannon
442. Central Ohio Diversity Consortium, Priscilla Hammonds
443. Centric Consulting, Larry English
444. Centric Consulting, Dave Rosevelt
445. Centurion, LLC, Keith Lueking
446. Century Snacks, Valerie Oswald
447. Cerner Corporation, Brent Shafer
448. Certara, William F. Feehery
449. Cetera Financial Group, LLC, Adam Antoniadis
450. CGS Mule, Angie Marmillion
451. Charger Ventures, Jessie Henry
452. Charles River Associates, Paul Maleh
453. Charles River Labs (CRL), James Foster
454. Charlotte Regional Business Alliance, Janet Lebar
455. Chart Industries, Inc., Jill Evanko
456. Chatham Lodging Trust, Jeffrey H. Fisher
457. Chemonics International, Jamey Butcher
458. Chemours, Mark Vergnano
459. Cherry Bekaert, LLP, Michelle L. Thompson
460. Chesapeake Energy Corporation, Domenic J. Dell'Osso, Jr.
461. Chestnut Hill Realty Corp, Edward Zuker
462. CHI Memorial Healthcare System, Janelle Reilly
463. Chicago United, Tiffany Aamel Johnson
464. Children's Hospital of Los Angeles, Paul S. Viviano
465. Children's Minnesota, Marc H. Gorelick Md
466. ChiPs, Joan Toth
467. Christiana Care, Dr. Janice Nevin
468. Church Mutual Insurance Company, Richard V. Poirier
469. CIBC Bank USA, Mike Capatides
470. CIC Group, Derek Falb
471. Cielo, Sue Marks
472. Ciena, Gary Smith
473. Cigna, David Cordani
474. Cimplifi, Marc Zamsky
475. Cincinnati Children's Hospital Medical Center, Steve Davis
476. Cincinnati USA Regional Chamber, Jill P. Meyer
477. Cintas, Scott Farmer
478. Circa, Patrick Sheahan
479. Cisco Systems Inc., Chuck Robbins
480. Cision, Abel Clark
481. Cisive, James Owens
482. CIT, Ellen Alemany
483. Citi Trends, David N. Makuen
484. Citigroup, Mike Corbat
485. Citrin Cooperman & Company, LLP, Alan Badey
486. CKE Restaurants Holdings, Inc., Ned Lyerly
487. Clarivate, Jerre Stead
488. Clark Capital Management Group, Inc., Brendan Clark
489. Clark Nuber PS, Robert Wheeler
490. Clarkston Consulting, Tom Finegan
491. ClearEdge Marketing, Leslie Vickrey
492. Clearwave Fiber, David Armistead
493. Clearway Energy, Christopher Sotos
494. Clearway Energy, Craig Cornelius
495. Cleco Corporate Holdings, LLC, William G. Fontenot
496. Clevyr, Matthew Williamson
497. CliftonLarsonAllen LLP (CLA), Jen Leary
498. Clovers Ai Inc, Doug Leonard
499. CLS Group, Marc Bayle de Jesse
500. CM Paula, George White
501. CME Group, Terry Duffy
502. CMS Energy (Consumers Energy Company), Garrick J. Rochow
503. CNA Financial, Dino Robusto
504. CNA.org, Katherine Mcgrady
505. CNB Bank, Joseph B. Bower
506. CNH Industrial, Scott Wine
507. CNO Financial Group Inc., Gary Bhojwani
508. CNote, Catherine Berman
509. Coeur Mining, Mitchell Krebs
510. COFCO Group, Joan Waters
511. Cohen & Company Ltd., Chris Bellamy
512. Cohen Taylor Executive Search Services, Chris Cohen
513. CohnReznick, David Kessler

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514. Colgate-Palmolive Company, Noel Wallace
515. CollabraLink Technologies, Inc, Rahul Pandhi
516. College and University Professional Association for Human Resources, Andy Brantley
517. CollegeBoard, Jeremy Singer
518. Color Art Palette, Inc, Joe Steiner
519. Colorado Community College System, Joseph A. Garcia
520. Colorado Society of CPAs, Mary E. Medley
521. Columbian Financial Group, Michael Fosbury
522. Columbus State Community College, David Harrison
523. Comerica Bank, Curt Farmer
524. Commerce Bank, John Kemper
525. Commercial Contracting Corporation, Stephen Fragnoli
526. Common Impact, Danielle Holly
527. Common Securitization Solutions, Anthony Renzi
528. CommonSpirit Health, Lloyd H. Dean
529. CommScope Holding, Chuck Treadway
530. Community Behavioral Health, Faith Dyson-Washington
531. Community College of Aurora, Betsy Oudenhoven
532. Compass Minerals, Kevin S. Crutchfield
533. Con Edison, Timothy P. Cawley
534. Conagra Brands, Sean Connolly
535. Condé Nast, Roger Lynch
536. Conduent Inc., Cliff Skelton
537. Cone Health, Terrence Akin
538. CONEXIG, LLC, Felipe Gutierrez
539. Connecticut Society of Public Accountants, Bonnie Stewart
540. Conning, Woody Bradford
541. Consilio, LLC, Andy Macdonald
542. ConSol USA, Inc., Robert Tibbs
543. Constellation Brands, Inc., William A. Newlands
544. Construction Financial Management Association (CFMA), Stuart Binstock
545. Construction Management Association of America, Andrea Rutledge
546. Consumer Brands Association, Geoff Freeman
547. Consumer Cellular, Inc, G. Edward Evans
548. Consumer Healthcare Products Association, Scott Melville
549. Continental North America, Robert Lee
550. Continental Office, Ira Sharfin
551. Contran Corporation, Robert Graham
552. Control Risks, Bill Udell
553. ConvergeOne, John Mckenna
554. Conversica, Jim Kaskade
555. Cooperative Education and Internship Association (CEIA), Scott Maynard
556. CooperCompanies, Albert White
557. Copacino Fujikado, Scott Foreman
558. Coqual, Lanaya Irvin
559. Corn Refiners Association, John Bode
560. Cornell University, Martha Pollack
561. Cornerstone Building Brands Inc, Rose Lee
562. Corning Incorporated, Wendell Weeks
563. Corporate Responsibility Board, Dave Armon
564. Corteva Agriscience, James C. Collins, Jr.
565. Corza Medical, Dan Croteau
566. CoSN – Consortium for School Networking, Keith Krueger
567. Council of Chief State School Officers, Carissa Moffat Miller
568. Council of Insurance Agents & Brokers, Ken Crerar
569. Council on Undergraduate Research, Lindsay Currie
570. COUNTRY Financial, Jim Jacobs
571. Covanta Holdings, Azeez Mohammed
572. Cowen, Jeffrey Solomon
573. CPGGroup, Angelo J. Bianco
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575. CPI Security Systems Inc., Kenneth J. Gill
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577. Cramer, Tj Martin
578. Crawford Ventures, Evan H. Katz
579. Credence Management Solutions, LLC, Siddhartha Chowdhary
580. Credit Union National Association, Jim Nussle
581. Cresa, Tod Lickerman

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582. Crestwood Equity Partners, Robert Phillips
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586. Crowe LLP, Mark Baer
587. Crown Castle, Jay A. Brown
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589. CSAA Insurance Group, Tom Troy
590. Cubic Corporation, Bradley Feldmann
591. Cue Health, Ayub Khattak
592. Cummins Behavioral Health Systems Inc, Amy Mace
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594. CUMULUS MEDIA, Mary G Berner
595. CUNA Mutual Group, Robert Trunzo
596. Curia Global, John Ratliff
597. Cushman & Wakefield, John Forrester
598. Customers Bank, Sam Sidhu
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600. Cynergy Physical Therapy, Cynthia Gormezano
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602. Cystic Fibrosis Foundation, Michael Boyle
603. d.e. Foxx + Associates, Gerald Sparkman
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605. Dakkota Integrated Systems (Rush Group), Andra Rush
606. Dalberg Advisors, Yana Kakar
607. Dallas Children's Advocacy Center, Irish S. Burch
608. Dallas Holocaust and Human Rights Museum, Mary Pat Higgins
609. Dallas Mavericks, Cynthia Marshall
610. Dallas Regional Chamber, Dale Petroskey
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613. Danone North America, Shane Grant
614. Dataminr, Ted Bailey
615. DataStax, Chet Kapoor
616. DaVinci Education, Allison Wood
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619. Dean Dorton, David Bundy
620. Dell Technologies, Michael Dell
621. Deloitte, Joseph Ucuzoglu
622. Delta Air Lines, Ed Bastian
623. Delta Dental of Minnesota, Rodney Young
624. Deluxe, Barry Mccarthy
625. DemandBlue, Kiran Chandra
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627. DentaQuest, Steve Pollock
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636. Destination x Design California, Elizabeth Vitarisi - Suro
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638. Detroit Pistons, Arn Tellem
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643. Diabetes Research Institute Foundation, Sean Kramer
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645. DICK'S Sporting Goods, Lauren Hobart
646. Digi International Inc, Ron Konezny
647. Digital Bridge Group Inc, Marc C. Ganzi
648. Digital Realty, A. William Stein
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664. DocuSign, Dan Springer
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671. Dr. Martens, Kenny Wilson
672. Draper Aden Associates, Jeffrey Lighthiser
673. DREAM, Rich Berlin
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675. Drug Rehab Services, Marcel Gemme
676. DSM North America, Hugh Welsh
677. DST Systems Inc., Steve Hooley
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679. DTE Energy, Gerardo Norcia
680. Duke Energy, Lynn Good
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682. Duke University, Vincent Price
683. Dun & Bradstreet, Anthony Jabbour
684. Dunkin' Brands, David Hoffmann
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687. Dynex Capital, Inc., Byron L. Boston
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689. EA Engineering, Science, and Technology, Inc., PBC, Ian Macfarlane
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691. East Bay Leadership Council, Kristin Braun Connelly
692. EastGroup Properties, Inc., Marshall Loeb
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694. Eastridge Workforce Solutions, Seth Stein
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704. Edelman Financial Engines, Lawrence Raffone
705. Edens, Jodie Mclean
706. Edgewell Personal Care, Rod Little
707. Edinboro University, Michael Hannan
708. Edison International, Pedro Pizarro
709. EDP Renewables North America LLC, Miguel Angel Prado
710. Educate LLC, Stacey Schultz
711. Education Development Center, David Offensend
712. Educational Testing Service, Walt Macdonald
713. Edward Jones, Penny Pennington
714. Edwards Lifesciences, Michael Mussallmen
715. Eide Bailly LLP, Jeremy Hauk
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722. Elion, Jacobo Azout
723. EMC Insurance, Scott Jean
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769. Evolve, Brian Egan
770. Evonik, John Rolando
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774. Excellus BlueCross BlueShield, Jim Reed
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785. Facing History and Ourselves, Roger Brooks
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789. Farmers Insurance, Jeffrey Dailey
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802. Ferrara Candy Company, Todd Siwak
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810. finStream, Tom Adler

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849. FranklinCovey, Robert Whitman
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851. Fred Hutchinson Cancer Research Center, Gary Gilliland M.D., Ph.D
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854. FS Investments, Michael Forman
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858. GAF Energy, Marin Debono
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883. GID, Gregory Bates
884. Girl Scouts of the USA, Judith Batty
885. Global Atlantic Financial Group, Allan Levine
886. Global Claim Services, Inc, Robert Logan
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889. GlobalLogic Inc., Shashank Samant
890. GlobeFlex Capital, Marina Marrelli

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894. Gogo Air, Oakleigh Thorne
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897. Goodmans Interior Structures, Adam Goodman
898. Goodwill Industries International, Inc., Steve Preston
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901. Gorst & Compass Insurance, Bryan Clark
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904. Granite, Kyle Larkin
905. Grant Thornton LLP, Bradley J. Preber
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907. Great Place to Work, Michael C. Bush
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909. Greater Cleveland Sports Commission, David Gilbert
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911. Greater Green Bay Community Foundation, Dennis Buehler
912. Greater Houston Partnership, Bob Harvey
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914. Greater Rochester Chamber of Commerce, Robert Duffy
915. Greeley and Hansen, John Robak
916. Green Building Initiative, Vicki Worden
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918. GRID Alternatives, Erica Mackie
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920. Gridline, Justin Moyer
921. Griffith Foods Inc., Tc Chatterjee
922. Groupon, Aaron Cooper
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924. Guest Services Inc, Nico Foris
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937. Hannon Armstrong, Jeffrey Eckel
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945. Harvard Pilgrim Health Care, Michael Carson
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948. Have Her Back Consulting, Erin Gallagher
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955. HealthHive, Stephen Farber
956. HealthPartners, Andrea M. Walsh
957. Healthpeak Properties, Inc., Tom Herzog
958. HealthScape Lifesciences, Helene Clayton-Jeter
959. Heidrick & Struggles International, Inc., Krishnan Rajagopalan
960. Heitman, LLC, Maury Tognarelli
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963. Henry Ford Health System, Wright Lassiter, Iii
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969. Hersha Hotels and Resorts, Jay Shah
970. Hershey Entertainment & Resorts, John Lawn
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973. Highmark Health, David L. Holmberg
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975. Hillrom, John Groetelaars
976. Hilton Worldwide, Christopher J. Nassetta
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978. Hispanic Association of Colleges and Universities, Antonio Flores
979. Hispanic Association on Corporate Responsibility (HACR), Cid Wilson
980. Hitachi Solutions America, Tom Galambos
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991. Hotchkis & Wiley, Scott McBride
992. Houghton Mifflin Harcourt, Jack Lynch
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994. Houston Grand Opera, Perryn Leech
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999. HRAcuity, Deborah Muller
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1005. Human Services Research Institute, David Hughes
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1008. Humu, Laszlo Bock
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1015. Hygge Capital Partners, Adam Miller
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1021. IAC Group, David Prystash
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1026. iCIMS, Steve Lucas
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1035. IKEA US, Javier Quinones
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1038. Illumina, Francis Desouza
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1084. Investments & Wealth Institute, Sean Waters
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1089. ISN, Joseph Eastin
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1091. IStar, Jay Sugarman
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1096. J.D. Power & Associates, Dave Habiger
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1114. Jobcase, Fred Goff

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1121. Jumpstart for Young Children, Naila Bolus
1122. Juniper Networks, Rami Rahim
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1126. Kamcare Home Health, Chase Jones
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1138. Kelly Services, Peter Quigley
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1144. Kiavi, Michael Bourque
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1147. KIMCO Realty Corporation, Conor Flynn
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1149. Kindeva Drug Delivery, Aaron Mann
1150. Kindred Healthcare, Ben Breier
1151. Kinetic Communities Consulting, Daphany Rose Sanchez
1152. King's College - PA, John Ryan
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1155. KLA Corporation, Rick Wallace
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1164. Kroger, Rodney McMullen
1165. KSCPA, Natasha Schamberger
1166. KVC Foundation, Michelle Lawrence
1167. KVC Health Systems, Jason Hooper
1168. KVC Hospitals, Robert Eklofe
1169. KVC Kansas, Linda Bass
1170. KVC Kentucky, Gina Klyachkin
1171. KVC Missouri, Lindsey Stephenson
1172. KVC Nebraska, Ashley Brown
1173. KVC West Virginia, William Brent Lemon
1174. L Catterton, Scott Dahnke
1175. L Catterton, J. Michael Chu
1176. L'Oreal USA, Frédéric Rozé
1177. L3Harris Technologies, Christopher E. Kubasik
1178. La-Z-Boy Incorporated, Melinda Whittington
1179. LabCorp, Adam Schechter
1180. Ladies Professional Golf Association (LPGA), Mollie Marcoux Samaan
1181. Lam Research, Tim Archer
1182. Lamb Weston, Tom Werner
1183. Lance CPA Group, Joshua Lance
1184. Land O'Lakes Inc., Beth Ford
1185. Landmark Life Insurance Co, Thomas Munson
1186. Lasell Village, Inc, Anne Doyle
1187. Latham & Watkins LLP, Richard Trobman
1188. Lathrop GPM, LLP, Cameron Garrison
1189. Lazard Ltd, Kenneth Jacobs
1190. LCS, Joel D Nelson
1191. Le Moyne College, Linda M. Lemura
1192. Lead Bank, Joshua Rowland
1193. LEAD360, Dr. Eric Wynstin Walton, Phd.
1194. Leadership Education for Asian Pacifics Inc. (LEAP), Linda Akutagawa
1195. Lear Corporation, Raymond Scott

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1196. Legg Mason Global Asset Management, Joe Sullivan
1197. Leggett & Platt, Mitch Dolloff
1198. Legility, Barry Dark
1199. Legrand North & Central America, John Selldorff
1200. Lehigh University, Joseph Helble
1201. Lehigh Valley Health Network, Brian Nester
1202. Leidos, Roger Krone
1203. Lendlease, Denis Hickey
1204. Lennox International, Inc., Alok Maskara
1205. Lenox Advisors Inc, Greg Large
1206. LEO Pharma Inc., Christopher Posner
1207. Levi Strauss & Co, Chip Bergh
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1209. Lexitas, Gary Buckland
1210. LGA CPAs and Business Providers, John D. Geraci
1211. Libbey Inc, Michael Bauer
1212. Liberty Latin America, Balan Nair
1213. Liberty Mutual Insurance Group, David H. Long
1214. Life Cycle Engineering, Bob Fei
1215. Life Storage, Inc., Joseph Saffire
1216. Lifebanc, Gordon Bowen
1217. LifeCenter Organ Donor Network, Barry Massa
1218. Lifespan, Timothy J. Babineau Md
1219. LifeWorks, Helen Reeves
1220. LifeWorks, Stephen Liptrap
1221. Limbix, Ben Lewis
1222. Limeade, Henry Henry Albrecht
1223. LINC, Katelyn Mack
1224. Lincoln Electric, Christopher Mapes
1225. Lincoln Financial Group, Dennis R. Glass
1226. Linkage, Inc., Jennifer Mccullom
1227. Literacy Pittsburgh, Carey Harris
1228. Lithium Americas Corp, Jonathan Evans
1229. Littelfuse Inc., David Heinzmann
1230. Liveramp Holdings, Scott Howe
1231. livingHR, Keri Higgins-Bigelow
1232. LL Global, David Levenson
1233. Locke Lord LLP, David Taylor
1234. Lockheed Martin, James Taiclet
1235. Lockton, Peter Clune, Iii
1236. Logistics Property Company, James Martell
1237. Logitech Intl., Bracken Darrell
1238. Logix Fiber Networks, Craig Collins
1239. Longfellow Investment Management Co., LLC, Barbara Mckenna
1240. Longroad Energy, Paul Gaynor
1241. Loqules, Jai Al-Attas
1242. Los Angeles Master Chorale, Jean Davidson
1243. Lowe's Companies Inc., Marvin Ellison
1244. Lumency, Ian Malcolm
1245. Lumentum Operations LLC, Alan Lowe
1246. Lumeri, Lucina Hanover
1247. Lumin Digital, Jeff Chambers
1248. LunarLab, Elizabeth Anderson
1249. Lundberg & Associates, PC, Brigham J. Lundberg
1250. LXP Industrial Trust, T. Wilson Eglin
1251. M Financial Group, Westley Thompson
1252. M&T Bank, Rene Jones
1253. M. Holland Company, Edward Holland
1254. Macan Deve Engineers, DPC, Donna Hager
1255. Mack-Cali Realty Corporation, Mahbod Nia
1256. Mackie Wolf Zientz & Mann, P.C., Landon Keller Mackie
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1258. Madison Area Technical College, Jack Daniels Iii
1259. Madison Capital, Joseph Jacobson
1260. Madison International Realty, Ronald Dickerman
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1262. Main Line Health, Jack Lynch
1263. Maine Society of Certified Public Accountants, Patricia Brigham
1264. Mainstay Life Services, Kim Sonafelt
1265. Major League Baseball, Rob Manfred
1266. Make-A-Wish International, Luciano Manzo
1267. Management Leadership for Tomorrow, John Rice
1268. ManPowerGroup, Jonas Prising
1269. March of Dimes, Stacey Stewart
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1289. Mattel Inc., Ynon Kreiz
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1291. Maxar Technologies, Dan Jablonsky
1292. Maxim Healthcare Services, Bill Butz
1293. Maximus, Bruce L Caswell
1294. Maxwell, Adriana Cisneros Basulto
1295. Mazars USA LLP, Victor Wahba
1296. Mazuma Credit Union, Deonne Christensen
1297. MBMG, Bruce Dennler
1298. McAfee, Chris Young
1299. McCann Partners, Megan P. Mccann
1300. McCownGordon Construction, Ramin Cherafat
1301. McDermott, Michael McKelvy
1302. McDonald's, Chris Kempczinski
1303. McGraw Hill, Simon Allen
1304. McKesson Corporation, Brian S. Tyler
1305. McKinley Advisors, Jay Younger
1306. McKinsey & Company, Asutosh Padhi
1307. McLane Middleton, Cathleen Schmidt
1308. MCM CPAs & Advisors, Brad Smith
1309. McVeigh and Mangum Engineering, Scott Campagna,
1310. MDA Leadership, Scott Nelson
1311. MDC Partners, Mark Penn
1312. MDU Resources Group, David Goodin
1313. Medallia, Leslie Stretch
1314. MedChi, Gene Ransom, Iii
1315. Medica, John Naylor
1316. Medical Mutual, Rick Chiricosta
1317. Medidata Solutions, Tarek Sherif
1318. Medtronic, Geoff Martha
1319. Meijer, Rick Keyes
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1321. Meketa Investment Group, Inc., Peter Woolley
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1323. MemorialCare Health, Barry Arbuckle, PhD
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1325. Mentor (MENTOR: The National Mentoring Partnership), David Shapiro
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1327. Mercedes-Benz USA, Dimitris Psillakis
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1329. Meredith Corporation, Tom Harty
1330. Meritage Homes Corporation, Phillippe N. Lord
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1334. MetaProp, Aaron Block
1335. Metlife, Michel Khalaf
1336. Metro Atlanta Chamber, Katie Kirkpatrick
1337. MFA Financial, Inc., Craig L. Knutson
1338. MFHA, Gerry Fernandez
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1340. Miami University (Ohio), Dr. Gregory P. Crawford
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1342. Michelman, Steven J. Shifman
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1344. Mid-America Apartment Communities, H. Eric Bolton, Sr.
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1358. Moderna, Stephane Bancel
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1361. Molson Coors Beverage Company, Gavin Hattersley
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1363. Money Management Institute, Craig Pfeiffer
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1369. Morgan Stanley, James P. Gorman
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1385. MSX International, Fred Minturn
1386. Multiverse, Euan Blair
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1389. Mutual of Omaha, James Blackledge
1390. My Best SHIFT, LLC, Chantee Christian
1391. My Gym Enterprises, Cory Bertisch
1392. N.S. International, Ltd., Norio Minato
1393. Nabors Corporate Services, Inc., Anthony Petrello
1394. NAMI Chicago, Alexa James
1395. Nareit, Steven A. Wechsler
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1405. National Center for Women & Information Technology, Lucy Sanders
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1407. National Down Syndrome Society, Kandi Pickard
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1412. National Multiple Sclerosis Society (NMSS), Cyndi Zagieboylo
1413. National Organization on Disability, Carol Glazer
1414. National Registry of EMTs, William Seifarth
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1416. National Retail Federation, Matthew Shay
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1430. Neiman Marcus Group, Geoffroy van Raemdonck
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1432. Nest, Rebecca van Bergen
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1435. NETGEAR, Patrick Lo
1436. Network of Executive Women, Sarah Alter
1437. Neuberger Berman, George Walker
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1444. New York Life, Ted Mathas
1445. New York State Society of CPAs, Joanne S. Barry
1446. Newell Brands, Ravi Saligram
1447. Nexamp, Zaid Ashai
1448. NI (National Instruments), Eric Starkloff
1449. Nielsen, David Kenny
1450. Nifty Advisor Support, Michelle Wong,
1451. Nika White Consulting, Nika White
1452. Nikola Motor Company, Mark Russell
1453. NiSource, Joe Hamrock
1454. Nixon Peabody LLP, Stephen Zubiago
1455. Noble Investment Group, Mit Shah
1456. Noodles & Company, Dave Boennighausen
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1462. North Carolina Association of CPAs, Sharon Bryson
1463. North Country Business Products, Jim Freed
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1465. North Highland, Alex Bombeck
1466. Northampton Community College, Dr. Mark H. Erickson
1467. Northeast Planning Group, Riaz Khokhar
1468. Northeast Wisconsin Technical College, H. Jeffrey Rafn
- 1469.
1470. Northern Illinois University, Lisa Freeman
1471. Northern Kentucky University, Ashish K. Vaidya, Ph.D.
1472. Northern Trust Corporation, Michael O'Grady
1473. Northrop Grumman, Kathy Warden
1474. Northstar Travel Media, LLC, Thomas Kemp
1475. Northwell Health, Michael Dowling
1476. Northwestern Mutual, John Schlifske
1477. Norwegian Cruise Line Holdings Ltd., Frank Del Rio
1478. Novant Health, Carl Armato
1479. Novo Nordisk Inc., Doug Langa
1480. NPower, Bertina Ceccarelli
1481. NRG Energy, Mauricio Guterrez
1482. NSF International, Kevan Lawlor
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1484. Nuance Communications, Mark Benjamin
1485. Numly, Inc, Madhukar Govindaraju
1486. Nutanix, Rajiv Ramaswami
1487. nVent Electric, plc, Beth Wozniak
1488. NYS Minorities in Criminal Justice Inc. (NYS MICJ), Dawn Butler
1489. O'Connor & Drew P.C., Mark Dow
1490. O-I Glass, Andres Lopez
1491. o9 Solutions Inc, Chakri Gottemukala
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1493. Oatey, Co., Neal Restivo
1494. Obagi, Jaime Castle
1495. OceanFirst Bank, Christopher Maher

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1499. Ohio University, M. Duane Nellis
1500. OhioHealth, Stephen Markovich
1501. OHM Advisors, Jon Kramer
1502. Oklahoma City Thunder, Clayton I. Bennett
1503. Oklahoma State University, V. Burns Hargis
1504. Okta Inc., Todd Mckinnon
1505. Old National Bank, Jim Ryan
1506. Olumo, Robert Brown
1507. Olympic Steel, Inc., Richard Marabito
1508. Olympus Corporation of the Americas, Julien Sauvagnargues
1509. Olympus Corporation of the Americas, Nacho Abia
1510. Omega Healthcare Investors, Inc., Taylor Pickett
1511. Omnicom Group, John Wren
1512. Omnistruct, George Usi
1513. Oncor, Allen Nye
1514. One To World, Jen Clarke
1515. OneAmerica, J. Scott Davison
1516. Onit, Eric Elfman
1517. Ontario Systems, LLC, Tim O'Brien
1518. OpenTent, Samuel Adiv
1519. OperationsInc, David Lewis
1520. Opportun, Raul Vazquez
1521. Orangetheory Fitness, David Carney
1522. Orangetheory Fitness, David Long
1523. Orderly Health, Kevin Krauth
1524. Oregon Business & Industry, Angela Wilhlems
1525. Oregon State University, Edward Ray
1526. Organon, Kevin Ali
1527. Origami Rehabilitation, Tammy Hannah
1528. Orion Engineered Carbons LLC, Corning F. Painter
1529. Orrick, Herrington & Sutcliffe, LLP, Mitch Zuklie
1530. Orrstown Bank, Thomas Quinn
1531. Oshkosh Corporation, John Pfeifer
1532. Otomo, Khellar Crawford
1533. Otsuka Pharmaceuticals, Kabir Nath
1534. Out Athlete Fund, Alejandro Soejarto
1535. Out Leadership, Todd Sears
1536. Overland-Tandberg, Eric Kelly
1537. Owens & Minor Inc., P. Cody Phipps
1538. Owens Corning, Brian Chambers
1539. Oxford Development Company, Steven J. Guy
1540. Pace University, Marvin Krislov
1541. Pacific Life, Darryl Button
1542. Pacific Rim Capital, Inc., Marc Mills
1543. Pack Health, Mazi Rasulnia
1544. Palo Alto Networks, Nikesh Arora
1545. Pan-American Life Insurance Group, José Suquet
1546. Pan-Mass Challenge, Billy Starr
1547. Pancreatic Cancer Action Network, Julie Fleshman
1548. Panduit, Shannon Mcdaniel
1549. Papa John's International, Rob Lynch
1550. Paramount Global, Robert Bakish
1551. Parata, Rob Kill
1552. Parchment LLC, Matthew Pittinsky
1553. Parent Engagement Network, Paula Nelson
1554. Parity Health Information & Technology, Iris P. Frye
1555. Park Hotels & Resorts, Thomas Baltimore
1556. Park University, Greg Gunderson
1557. Parthenon Management Group, Sarah Timm, Cae, Cmp-Hc
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1559. Partners Capital Investment Group, LLP, Arjun Raghavan
1560. Passport Labs Inc, David Evans
1561. Patient Care Coordination, Paul Rimar
1562. PatSnap, Jeffrey Tiong
1563. Paul Hastings LLP, Seth Zachary
1564. Paul, Weiss, Rifkind, Wharton & Garrison LLP, Brad Karp
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1566. Paychex, Inc., Martin Mucci
1567. Paycor, Inc, Raul Villar Jr.
1568. PayPal, Dan Schulman
1569. PBMares LLC, Harvey Johnson
1570. PBS, Paula A. Kerger
1571. PCMA, Jc Scott

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1578. Peloton, John Foley
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1584. Pentair, John Stauch
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1586. Per Scholas, Plinio Ayala
1587. Perdue Farms, Randy Day
1588. Performance Contracting Group, William P. Massey
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1591. PFM, John H Bonow
1592. PFSweb, Mike Willoughby
1593. PG&E Corporation, Patti Poppe
1594. PGA of America, Seth Waugh
1595. PGA TOUR, Jay Monahan
1596. Pharmaceutical Research and Manufacturers of America (PhRMA), Steve Ubl
1597. Phathom Pharmaceuticals, Terrie Curran
1598. Philadelphia Bar Association, Lauren Mckenna
1599. Philadelphia Union, Tim Mcdermott
1600. Phillips Edison & Co., Jeffrey Edison
1601. Phoenix Physical Therapy, Chris Ciatto
1602. Physicians Mutual, Rob Reed
1603. Physicians Realty Trust, John Thomas
1604. PICOR, Barbi Reuter
1605. Pikes Peak Community College, Lance Bolton
1606. PIMCO, Emmanuel Roman
1607. Ping Identity, Andre Durand
1608. Pinpoint Pharma LLC, Jason Dodge
1609. Pioneer Management Consulting, Molly Koenen
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1611. Piper Sandler, Chad Abraham
1612. Pipeworks Studio, Lindsay Gupton
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1614. Pittsburgh Pirates, Robert M. Nutting
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1617. Pivot Health Solutions, Christopher Throckmorton
1618. Pivot Interiors, Ken Baugh
1619. PKF O'Connor Davies, LLP, Kevin J Keane
1620. Placers, Chris Burkhard
1621. Plante Moran, James Proppe
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1624. Pluralsight, Aaron Skonnard
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1628. Polaris, Mike Speetzen
1629. Portable, Andrew Apostola
1630. Portfolio Creative, Kristen Harris
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1633. Post Acute Medical, LLC, Anthony F. Misitano
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1636. PR Council, Kim Sample
1637. Pray & Company, Rhonda Zuraff
1638. Precision Medicine Group, Mark Clein
1639. Premier, Inc., Michael J. Alkire
1640. Presbyterian Healthcare Services, Dale Maxwell
1641. Prevent Blindness, Jeff Todd
1642. Prevent Child Abuse New Jersey, Rush Russell
1643. PRIDE Industries, Jeff Dern
1644. Primary Stages, Shane Hudson
1645. Prime Automotive Group, Todd R. Skelton
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1656. ProMedica, Randy Oostra
1657. Proof Trading, Daniel Aisen
1658. Proof Trading, Allison Bishop
1659. Prospect 33, Thomas Spouse
1660. Protective Life Corporation, Rich Bielen
1661. Protenus, Nick Culbertson
1662. Proterra, Jack Allen
1663. ProTitle USA, Alex Goldovsky
1664. Protiviti, Joseph A. Tarantino
1665. Provenance Wealth Advisors, Eric Zeitlin
1666. Providence College, Rev. Brian J. Shanley O.P.
1667. Prudential, Charles F. Lowrey, Jr.
1668. PSEG, Ralph Izzo
1669. PTC, James Heppelmann
1670. Public Storage, Joseph D. Russell, Jr.
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1672. PUMA North America, Robert Phillon
1673. Puppet, Inc., Yvonne Wassenaar
1674. PURE Group of Insurance Companies, Ross J. Buchmueller
1675. Pure Romance, Chris Cicchinelli
1676. Pure Storage, Charles Giancarlo
1677. PureCars, Jay Anspach
1678. PVH, Stefan Larsson
1679. PwC, Tim Ryan
1680. Pyramid Consulting, Inc., Sanjeev Tirath
1681. QAD Inc., Anton Chilton
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1695. Radial, a bPost Company, Ilias Simpson
1696. Radian Group, Inc., Rick Thornberry
1697. Radical Partners, Joan Marie Godoy
1698. Rainbow Health, Jeremy Hanson Willis
1699. Raintree Systems, Inc., Terrence D. Sims
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1701. Ralph Lauren, Patrice Louvet
1702. Ramirez Asset Management, Inc., Samuel Ramirez Jr.
1703. RAND Corporation, Jason Matheny
1704. Randstad North America, Karen Fichuk
1705. Rangam, Nish Parikh
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1707. Rapid7, Corey Thomas
1708. Raven & Lotus Consulting LLC, Brett Sinclair
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1710. Raymond James Financial, Paul C. Reilly
1711. Raytheon Technologies, Gregory Hayes
1712. RBC Capital Markets, LLC, John Thurlow
1713. Realogy, Ryan Schneider
1714. Realty Income, Sumit Roy
1715. ReBoot Accel, Diane Flynn
1716. Red Door Interactive, Reid Carr
1717. Red Ventures, Ric Elias
1718. Red Wing Shoe Company, Mark C. Urdahl
1719. Reece Enterprises, Terry Reece
1720. ReeceNichols Real Estate, Mike Frazier
1721. Reed Smith LLP, Sandy Thomas
1722. Regal Rexnord Corporation, Louis Pinkham
1723. Regency Centers, Lisa Palmer
1724. Regions Bank, John M. Turner
1725. Reinsurance Group of America Inc., Anna Manning
1726. Renewable Energy Buyers Alliance (REBA), Miranda Ballentine
1727. Republic Services, Donald W. Slager

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1731. Retail Properties of America, Inc., Steven Grimes
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1739. Ripple Foods, Laura Flanagan
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1741. RKL, Ed Monborne
1742. Robert Half International, Paul Gentzkow
1743. Robert Half International, Keith Waddell
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1746. Rocket Companies, Jay Farner
1747. Rocket Software, Andrew Youniss
1748. Rockland Trust Company, Christopher Oddleifson
1749. Rockwell Automation, Blake Moret
1750. Roivant Sciences, Matthew Gline
1751. Roofstock, Gary Beasley
1752. Roosevelt Management Company, Jeffrey Toll
1753. Rosendin Electric, Mike Greenawalt
1754. Rosetta Stone, John Hass
1755. Royal Caribbean Group, Richard Fain
1756. Royal Neighbors of America, Curt Zeck
1757. Royalty Pharma, Pablo Legorreta
1758. RPM Living, Jason Berkoqitz
1759. RRD, Daniel Knotts
1760. RSM US LLP, Joe Adams
1761. RSW Investments, Robert S. Waas
1762. Rubicon Global, Nate Morris
1763. Rush University Medical Center, Dr. Omar Lateef
1764. Russell Reynolds Associates, Clarke Murphy
1765. Rutgers University, Jonathan Holloway
1766. RWJBarnabas Health, Barry H. Ostrowsky
1767. RXR Realty, Scott Rechler
1768. Ryan Companies, Brian Murray
1769. S&P Global, Douglas Peterson
1770. SABIC, Greg Adams
1771. Sage, Steve Hare
1772. Sagicor Financial Company Ltd., Dodridge Miller
1773. SAIC, Nazzic Keene
1774. Saicon, Ramesh Lokre
1775. SailPoint, Mark McClain
1776. Saint Michael's College, Lorraine Sterritt
1777. Saks OFF 5TH, Paige Thomas
1778. Salary Finance, Asesh Sarkar
1779. Salary.com, Kent plunkett
1780. Salesforce, Marc Benioff
1781. Sally Beauty Holdings, Inc., Chris Brickman
1782. Salo, Lisa Brezonik
1783. Sammons Financial Group, Esfandiyar Dinshaw
1784. Sanofi North America, Bill Sibold
1785. Sapient Insights Group, Susan Richardson
1786. SAPRO, Dario Grassini
1787. SAS, Jim Goodnight
1788. Saturday Morning Group, Keith Cartwright
1789. Sauce Labs, Aled Miles
1790. Savills, Mitchell Rudin
1791. Saxum, Debbie Schramm
1792. SBA Communications, Jeff Stoops
1793. Schneider Downs, Steven D. Thompson
1794. Schneider Downs, Tim J. Hammer
1795. Schnitzer Steel Industries, Tamara Lundgren
1796. School Nutrition Association, Patricia Montague
1797. Schoolab Innovation Studio, Jean-Claude Charlet
1798. Schreiber Foods Inc., Ron Dunford
1799. Seacoast Banking Corporation of Florida, Charles M. Shaffer
1800. Seagate Technology, Dave Mosley
1801. Sealed Air, Ted Doheny
1802. Seattle Children's Hospital, Jeff Sperring
1803. Second Street, Matt Coen
1804. Secura, David D. Gross
1805. Securian, Chris Hilger
1806. Security Industry Association, Don Erickson
1807. Security National Life Insurance Company, Scott Quist

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1808. Sedgwick Inc, Michael Arbour
1809. SEI, Ryan Hicke
1810. Sempra Energy, Jeffrey W. Martin
1811. Sensata Technologies, Jeff Cote
1812. Sensiba San Filippo, John Sensiba
1813. Sepire, Michelle Steinberg
1814. Service Corporation International, Thomas L. Ryan
1815. Service Max, Neil Barua
1816. SGS & Co, Piyush Chaudhari
1817. Sheryl Sandberg & Dave Goldberg Family Foundation, Rachel Thomas
1818. Shook, Hardy & Bacon L.L.P., Madeleine McDonough
1819. Shutterfly, Hilary Schneider
1820. Sidley Austin LLP, Michael J. Schmidtberger
1821. SIFMA, Kenneth Bensten, Jr.
1822. Sikich, Christopher Geier
1823. Silicon Valley Bank, Gregory Becker
1824. Silicon Valley Leadership Group, Ahmad Thomas
1825. Simpli.fi Holdings Inc, Frost R.R. Prioleau
1826. SingerLewak, Jim Pitrat
1827. Sirius Point, Sid Sankaran
1828. Siskin Hospital for Physical Rehabilitation, Matthew A. Gibson, PhD, FACHE
1829. Sisters Place, Melissa Ferraro
1830. SITE Centers, David Lukes
1831. SitelogIQ, Joe Puishys
1832. Sitetracker, Inc., Giuseppe Incitti
1833. SJW Group, Eric W. Thornburg
1834. Skoda Minotti, Gregory J. Skoda
1835. Skyland Trail, Elizabeth Finnerty
1836. SkyWest, Russell A. (Chip) Childs
1837. Slalom Consulting LLC, Brad Jackson
1838. Smart For Life, Ryan F. Zackon
1839. Smoothie King, Wan Kim
1840. Snap, Inc., Evan Spiegel
1841. Social Solutions, Erin Mulligan Nelson
1842. Society for Human Resource Management, Johnny C. Taylor, Jr.
1843. Society of Actuaries, Gregory Heidrich
1844. Socure, Tom Thimot
1845. Sodexo North America, Sarosh Mistry
1846. Soho Square Solution, Vijay Veerachandran
1847. Sojern, Mark Rabe
1848. Sol-Up USA, LLC, Frank Rieger
1849. Solar Energy Industries Association, Abigail Ross Hopper
1850. Solenis LLC, John Panichella
1851. Solid Foundation, Steven Wolfe
1852. SONIC, America's Drive-In, Clifford Hudson
1853. Sonoco, Howard Coker
1854. Sotera Health, LLC, Michael Petras
1855. Sound Physicians, Robert Bessler,
1856. Southern Company, Tom Fanning
1857. Southern Illinois University System, Daniel Mahony
1858. Southern New Hampshire University, Paul Leblanc
1859. Southern Research Institute, Josh Carpenter,
1860. Southwire Company, LLC, Rich Stinson
1861. Sovos Compliance, LLC, Andrew Hovancik
1862. Spark Creative, Christopher Lloyd
1863. SPB Hospitality, Jim Mazany
1864. SPEAR Physical Therapy, Dan Rootenberg
1865. Special X, Jason Lehmbeck
1866. Spectrum Health, Christina Freese Decker
1867. Spekit, Melanie Fellay
1868. Spelman College, Mary Schmidt Campbell Ph.D.
1869. Spencer Stuart, Benjamin Williams
1870. Spire Inc., Suzanne Sitherwood
1871. Spirit Realty, Jackson Hsieh
1872. Splunk, Gary Steele
1873. Spouting Rock, Andrew Smith
1874. Springboard Consulting LLC, Nadine O. Vogel
1875. Springfield College, Marybeth Cooper
1876. Springpoint, Anthony Argondizza
1877. SPS Commerce, Archie Black
1878. SPX Corporation, Gene Lowe
1879. SRS Distribution, Daniel Tinker
1880. SSOE Group, Vince Dipofi
1881. SSR Mining, Rod Antal
1882. St. John's University, Dr. Conrado Gempesaw
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1888. STAG Industrial, Inc., Benjamin Butcher
1889. Standard Beverage Corporation, Ryan Thurlow
1890. Standard Beverage Corporation, Darrell Swank
1891. Standard Chartered Bank, Torry Bernstein
1892. Standard Insurance Company, Dan McMillan
1893. Stanley Black & Decker, Jim Loree
1894. Stanley Consultants Inc., Kate Harris
1895. Stantec, Gord Johnston
1896. Staples Inc., Sandy Douglas
1897. Star Legacy Foundation, Lindsey Wimmer
1898. Starkey, Brandon Sawalich
1899. Starlight Theatre Association of Kansas City, Inc., Richard Baker
1900. State Auto Insurance Companies, Michael Larocco
1901. State Farm, Michael Tipsord
1902. State Street, Ronald O'Hanley
1903. Steelcase Inc., Jim Keane
1904. Stellantis, Mark Stewart
1905. StepStone Group, Scott Hart
1906. Stericycle, Inc., Cindy Miller
1907. STERIS Corporation, Dan Carestio
1908. Stetson University, Christopher Roellke
1909. Stevens Institute of Technology, Nariman Farvardin
1910. Stinson, Mark Hinderks
1911. STO Building Group, James Donaghy
1912. Stop & Shop, Gordon Reid
1913. STOUT, Craige Stout
1914. Strategic Education, Inc., Karl McDonnell
1915. Stride, James Rhyu
1916. Stryker, Kevin Lobo
1917. Substantial, Carey Jenkins
1918. SuccessKPI, Dave Rennyson
1919. Suffolk, John Fish
1920. Sugi Capital Management, Inc., Peter Zabierek
1921. Summery, Erin Michelson
1922. Summit CityMD, Jeffrey Le Benger
1923. Summit Credit Union, Kim Sponem
1924. Summit Materials, Anne P. Noonan
1925. Sun Communities & Sun RV Resorts, Gary A Shiffman
1926. Sun Life U.S., Dan Fishbein, M.D
1927. Sunovion, Antony Loebel M.D.
1928. SunPower Corporation, Peter Faricy
1929. Sunrun Inc., Lynn Jurich
1930. Sunstone Hotel Investors, Inc, Bryan Giglia
1931. SUNY Geneseo, Denise A. Battles
1932. Super Coffee, Jim Decicco
1933. Superior Industries, Majdi Abulaban
1934. SurveyMonkey, Zander Lurie
1935. Sustain.life, Annalee Bloomfield
1936. Swindoll, Janzen, Hawk & Loyd, LLC, Chet Buchman
1937. Swisco, Paul Pallas
1938. Swiss Re, Jonathan Isherwood
1939. Symantec, Margaret Mesiter
1940. Synchrony Financial, Margaret Keane
1941. Syneos Health, Alistair Macdonald
1942. Synpulse USA Inc., Ingo Muschick
1943. Sysco, Kevin Hourican
1944. T&M Associates, Gary Dahms
1945. T-Mobile USA, Mike Sievert
1946. T. Rowe Price, William J. Stromberg
1947. TA Associates, Ajit Nedungadi
1948. Tactile Medical, Daniel Reuvers
1949. Talbots, Lizanne Kindler
1950. Talcott Resolution, Peter Sannizzaro
1951. Talend, Christal Bemont
1952. TALKE USA Inc., Richard Heath
1953. Tallo, Casey Welch
1954. Tanenbaum, Rev. Mark Fowler
1955. Tapestry, Inc., Joanne Crevoiserat
1956. Target Corporation, Brian Cornell
1957. Taulia, Cedric Bru
1958. Taylor Morrison, Sheryl Palmer
1959. TCF Financial Corporation, Thomas Shafer
1960. TD Bank Group, Leo Salom
1961. TE Connectivity, Terrence Curtin

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1962. Teachers Credit Union, Waylon Peterson
1963. Team Rehabilitation, Scott Delcomyn
1964. Team Rubicon, Jake Wood
1965. Tech Data Corporation, Rich Hume
1966. Tech Soft 3D, Ron Fritz
1967. TechnipFMC, Douglas Pferdehirt
1968. TEGNA Inc., Dave Lougee
1969. TEKSystems, Inc., Jay Alvather
1970. Teladoc Health, Jason Gorevic
1971. Telcron, Bayo Olabisi
1972. Telephone and Data Systems, Inc., Leroy Carlson
1973. Televerde, Morag Lucey
1974. TEMPO Milwaukee, Jennifer Dirks
1975. Tenable, Amit Yoran
1976. Tennant Company, Dave Huml
1977. Teradata, Steve Mcmillan
1978. TERRA Staffing Group, Greg Lambert
1979. TerraPro Solutions, Kimberlee Centera
1980. TESOL International Association, Amber Crowell Kelleher
1981. Texas A&M University, Michael K. Young
1982. Texas Christian University, Victor J Boschini Jr.
1983. Texas Instruments, Richard Templeton
1984. Texas Society of Certified Public Accountants, Jodi Ann Ray
1985. Texas State University, Dr. Denise M. Trauth
1986. The AES Corporation, Andres Gluski
1987. The Alliance to End Hunger, Eric Mitchell
1988. The American Institute of Architects, Robert Ivy
1989. The ANA Enterprise, Loressa Cole
1990. The Association of Junior Leagues International, Patsy Doerr
1991. The Azek Company, Jesse Singh
1992. The Beck Group, Frederick Perpall
1993. The Billie Jean King Leadership Initiative, Billie Jean King
1994. The Board of Pensions of the Presbyterian Church (U.S.A.), Frank Spencer
1995. The Boldt Company, Tom Boldt
1996. The Bonadio Group, Bruce Zicari li
1997. The Bozzuto Group, Toby Bozzuto
1998. The Brinks Company, Douglas J. Pertz
1999. The Cadmus Group, Ian Kline
2000. The Caldwell Partners International Inc., John Wallace
2001. The Carlyle Group, Kewsong Lee
2002. The Christ Hospital Health Network, Deborah Hayes
2003. The City College of New York, Vince Boudreau
2004. The Cleveland Clinic, Tomislav Mihaljevic
2005. The Clorox Company, Linda Rendle
2006. The Coca-Cola Company, James Quincey
2007. The Colonial Williamsburg Foundation, Cliff Fleet
2008. The Community Builders, Inc., Bart Mitchell
2009. The Companies of MPI, Bob Clarke
2010. The Conference Board, Steve Odland
2011. The Container Store, Satish Malhotra
2012. The Davey Tree Expert Company, Patrick Covey
2013. The Diversity Center of Northeast Ohio, Peggy Zone Fisher
2014. The Dow Chemical Company, Jim Fitterling
2015. The E.W. Scripps Company, Adam Symson
2016. The Estée Lauder Companies, Fabrizio Freda
2017. The Everyday Inclusionist, Beth Ruffin
2018. The Executive Leadership Council, Skip Spriggs
2019. The Giant Company, Nicholas Bertram
2020. The Global Good Fund, Carrie Rich
2021. The Hanover Insurance Group, Jack C. Roche
2022. The Hartford, Christopher J. Swift
2023. The Hershey Company, Michele Buck
2024. The Hertz Corporation, Paul Stone
2025. The Hollister Group, Inc., Kip Hollister
2026. The Home Depot, Craig Menear
2027. The Honest Company, Nick Vlahos
2028. The Institute of Internal Auditors, Anthony Pugliese
2029. The J.M. Smucker Co., Mark Smucker
2030. The Judge Group, Marty Judge
2031. The Kaleidoscope Group, Doug Harris
2032. The Leukemia & Lymphoma Society, Louis Degennaro, PhD
2033. The Lubrizol Corporation, Eric Schnur
2034. The Macerich Company, Thomas O'Hern
2035. The MetroHealth System, Akram Boutros

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2036. The MITRE Corporation, Dr. Jason Providakes
2037. The National GEM Consortium, Brennon Marcano
2038. The Nature Conservancy, Jennifer Morris
2039. The Ohio Society of Certified Public Accountants, Scott Wiley
2040. The Ohio State University, Kristina M. Johnson
2041. The One Club for Creativity Inc., Kevin Swanepoel
2042. The Optical Society, Elizabeth Rogan
2043. The Penn Mutual Life Insurance Company, Eileen Mcdonnell
2044. The Pennsylvania State University, Eric J. Barron
2045. The Phluid Project, GET Phluid, Robert Smith
2046. The Pittsburgh Promise, Saleem Ghubril
2047. The Raymond Group, Travis Winsor
2048. The Royster Group, Inc., Ken R. Taunton
2049. The Select Group, George Karakostantis
2050. The Sherwin-Williams Company, John G. Morikis
2051. The Solar Foundation, Andrea Luecke
2052. The Ultimate Software Group, Scott Scherr
2053. The University of Alabama, Stuart R. Bell
2054. The University of Pittsburgh Medical Center (UPMC), Jeffrey Romoff
2055. The Vitamin Shoppe, Sharon M. Leite
2056. The Washington Trust Company, Edward O. Handy lii
2057. The Wendy's Company, Todd Penegor
2058. The Whitaker Grp, James Whitner
2059. The Wilson Law Group, Jennifer Wilson-Harvey
2060. Thelusca Global Consulting Group, Joe Thelusca
2061. Thermo Fisher Scientific, Marc Casper
2062. Thesis, Ryan Buchanan
2063. Third Coast Bank SSB, Bart Caraway
2064. Thomas H. Lee Partners, L.P., Scott Sperling
2065. Thomas H. Lee Partners, L.P., Todd Abbrecht
2066. Thomson Reuters, Steve Hasker
2067. THOR Industries, Inc., Bob Martin
2068. Thought Ensemble, Lisa Jasper
2069. thoughtbot, Inc., Chad Pytel
2070. Thrivent, Teresa J. Rasmussen
2071. Thurgood Marshall College Fund, Harry L. Williams
2072. TIAA, Roger W. Ferguson Jr.
2073. TIFF Investment Management, Clarence Kane Brenan
2074. Tiffany & Co., Alessandro Bogliolo
2075. Tillamook County Creamery Association, Patrick Criteser
2076. Timmons Group, Brian Bortell
2077. Tivuiti, Zachary Morrison
2078. Tipping Point Community, Sam Cobbs
2079. Tirios Corporation, Sachin Latawa
2080. Titus Talent Strategies, Jonathan Reynolds
2081. Tivity Health, Richard Ashworth
2082. TMI Consulting Inc., Tiffany Janna
2083. Toast, Inc., Chris Comparato
2084. Togo Run, Gloria Janata
2085. Toledo Chamber of Commerce, Wendy Gramza
2086. Toledo Museum of Art, Adam Levine
2087. Tonneson + Co, Richard Mastrocola
2088. TopBuild Corp., Robert Buck
2089. Torrent Consulting, Daniel Mccollum
2090. Torrid, Liz Munoz
2091. Toyota Financial Services, Mark Templin
2092. Toyota Motor North America, Tetsuo Ogawa
2093. TPG Global, Jon Winkelried
2094. TPI Composites, Inc., Bill Siwek
2095. Tractor Supply Company, Hal Lawton
2096. TradeStation, John Bartleman
2097. Trane Technologies, Dave Regnery
2098. Transaction Data Systems Inc, Jude Dieterman
2099. Transparent Financial Systems, Inc, Alex Fowler
2100. TransUnion, Chris Cartwright
2101. Travelport, Greg Webb
2102. Trekk Design Group, Kimberly Robinett
2103. TrendSource, Inc, Victoria Hyzer
2104. Tricentis USA, Sandeep Johri
2105. TriHealth, Mark Clement
2106. Trilogy Health Services, Leigh Ann Barney
2107. Trimble, Inc., Robert Painter
2108. TrimedX, Henry Hummel
2109. Trinidad State, Rhonda Epper
2110. Trinity Property Consultants, Samuel Eisenman
2111. Trinity Property Consultants, Mike Earl
2112. TripleLift, Eric Berry

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2113. Tronox, John Romano
2114. Tronox, Jean-François Turgeon
2115. Troy Chamber of Commerce, Tara Tomcsik-Husak
2116. TRSA, Joseph Ricci
2117. Truco Enterprises, Lisa Walsh
2118. True Impact, Farron Levy
2119. TrueBlue Inc., Patrick Beharelle
2120. Truist Financial, Kelly S. King
2121. Trustmark, Kevin Slawin
2122. Truthos, Scott Kroeker
2123. TTEC, Kenneth D. Tuchman
2124. Tufts Health Plan, Thomas Crosswell
2125. Tufts Medicine, Michael Dandorph
2126. Tupperware, Rick Goings
2127. Turknnett Leadership Group, Tino Mantella
2128. Twilio Inc, Jeff Lawson
2129. Tyson Foods Inc., Donnie D. King
2130. U.S. Bancorp, Andrew Cecere
2131. U.S. Cellular Corporation, Laurent Therivel
2132. U.S. Steel Corp., David Burritt
2133. U.S. Venture, LLP, John Schmidt
2134. UGI Corporation, Roger Perreault
2135. UHY Advisors, Inc., Steven Mccarty
2136. UiPath, Daniel Dines
2137. UKG, Aron Ain
2138. UL, Jennifer Scanlon
2139. Ulta Beauty, Mary Dillon
2140. Ulteig, Doug Jaeger
2141. Ultimus Fund Solutions, Gary Tenkman
2142. UMass Memorial Health Care, Eric Dickson, Md
2143. UMB Financial Services, Mariner Kemper
2144. UMRC and Porter Hills, Steve Fetyko
2145. UncommonGoods, David Bolotsky
2146. Under Armour, Patrik Frisk
2147. Understood, Frederic M Poses
2148. UNFI, Sandy Douglas
2149. Unilever, USA, Amanda Sourry
2150. Union Pacific Railroad, Lance Fritz
2151. Unisys, Peter Altabef
2152. United Airlines, Scott Kirby
2153. United Educators, Janice Abraham
2154. United Way Worldwide, Suzanne McCormick
2155. UnitedHealth Group, Andrew Witty
2156. Uniti Group Inc., Kenny Gunderman
2157. Univar Solutions, David C. Jukes
2158. Universal Insurance Holdings, Stephen Donaghy
2159. Universities Space Research Association, Dr. Jeffrey A. Isaacson
2160. University at Albany, Havidán Rodríguez
2161. University of Arkansas, Joseph E. Steinmetz
2162. University of California, Berkeley, Carol Christ
2163. University of Dayton, Eric Spina
2164. University of Hartford, Gregory S. Woodward
2165. University of Illinois at Urbana-Champaign, Robert J. Jones
2166. University of Louisville, Neeli Bendapudi
2167. University of Maryland, Baltimore County, Dr. Freeman Hrabowski
2168. University of Massachusetts Amherst, Kumble Subbaswamy
2169. University of Michigan, Mark S. Schlissel
2170. University of Missouri - Columbia, Alexander Cartwright
2171. University of Missouri - St. Louis, Kristin Sobolik
2172. University of Missouri System, Mun Choi
2173. University of Nebraska - Lincoln, Ronnie Green
2174. University of New Hampshire, James Dean Jr.
2175. University of New Mexico, Garnett S. Stokes
2176. University of North Carolina at Chapel Hill, Kevin M. Guskiewicz
2177. University of Northern Iowa, Mark Nook
2178. University of Notre Dame, Rev. John I. Jenkins, C.S.C.
2179. University of San Francisco, Paul Fitzgerald S.J.
2180. University of St. Thomas, Julie Sullivan
2181. University of Virginia, James Ryan
2182. University of Wisconsin - Green Bay, Michael Alexander
2183. University of Wisconsin Credit Union, Paul Kundert
2184. Unreasonable Group, Daniel Epstein
2185. Untracht Early LLC, Tracey B. Early
2186. Unum Group, Richard Mckenney

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- 2187. UPS, Carol Tomé
- 2188. Upstream Rehabilitation Inc, Ronald Kuerbitz
- 2189. Urban Edge Properties, Jeffrey S. Olson
- 2190. US Foods, Pietro Satriano
- 2191. US Physical Therapy, Chris Reading
- 2192. USAA, Wayne Peacock
- 2193. User Testing, Andy Macmillan
- 2194. USG Corporation, Chris Griffin
- 2195. USTA, Michael Dowse
- 2196. Uworld LLC, Chandra Pemmasani
- 2197. Vaco, Brian Waller
- 2198. Vail Resorts, Rob Katz
- 2199. Valley National Bank, Ira Robbins
- 2200. Vantage Construction Corporation, William Moore
- 2201. Vantis Life Insurance Company, Scott Smith
- 2202. Varada Consulting, Victoria Draude
- 2203. Varel Energy Solutions, Derek Nixon
- 2204. vCom Solutions, Gary Storm
- 2205. Veeco Instruments, Inc., William J. Miller
- 2206. Venerable, Patrick Lusk
- 2207. Venerable, David Marcinek
- 2208. Ventas, Inc., Debra A. Cafaro
- 2209. Verdani Paterners, Daniele Horton
- 2210. VEREIT, Inc., Glenn Rufrano
- 2211. Verisk Analytics, Lee Shavel
- 2212. Veritas Technologies, Greg Hughes
- 2213. Veritext LLC, Nancy Josephs
- 2214. Veritiv Corporation, Salvatore Abbate
- 2215. Verizon, Hans Vestberg
- 2216. Versum Materials, Guillermo Novo
- 2217. Vertex Pharmaceuticals, Reshma Kewalramani, M.D.
- 2218. Verus Global, Craig Ross
- 2219. Veyo, LLC, Josh Komenda
- 2220. VF Corporation, Steve Rendle
- 2221. Vi, Gary Smith
- 2222. VICI Properties Inc., Edward B. Pitoniak
- 2223. Victory Capital Management, David Brown
- 2224. Victory Junction, Chad Coltrane
- 2225. Villanova University, Rev. Peter M. Donohue O.S.A.
- 2226. Vimeo, Anjali Sud
- 2227. Vireo Health Inc., Dr. Kyle E. Kingsley
- 2228. Virgin Voyages, Thomas Mcalpin
- 2229. Virginia Mason Health System, Gary S. Kaplan
- 2230. Virginia Society of Certified Public Accountants, Stephanie Peters
- 2231. Virtu Financial, Inc., Douglas Cifu
- 2232. Visa Inc., Alfred F. Kelly Jr.
- 2233. Vista Cova, Lowell Aplebaum
- 2234. Vistage Worldwide, Inc., Sam Reese
- 2235. Vistra Corp, Curtis Morgan
- 2236. Vitalant, David Green
- 2237. Vitalink, Jeanne Frazer
- 2238. Vitesco Technologies, Sandy Stojkovski
- 2239. Viticus Group, Andrea Davis
- 2240. Vitiello Communications Group (VTLO), Jill Vitiello
- 2241. Vivent Health Industries, Michael J. Gifford
- 2242. Vivid Seats LLC, Stan Chia
- 2243. Volunteers of America, Mike King
- 2244. Vontier Corporation, Mark Morelli
- 2245. Voya Financial, Rodney Martin
- 2246. Vulcan Materials Company, Tom Hill
- 2247. VyStar Credit Union, Brian E Wolfburg
- 2248. Vyve Broadband LLC, Andrew Parrott
- 2249. Vyve Broadband LLC, Phillip Spencer
- 2250. W M Keck Observatory, Hilton Lewis
- 2251. W. L. Gore & Associates, Inc., Bret A. Snyder
- 2252. W. P. Carey, Jason Fox
- 2253. W. W. Grainger, Inc., Dg Macpherson
- 2254. W3r Consulting, Eric Hardy
- 2255. Wacker, David Wilhoit
- 2256. Waddell & Reed Financial, Inc., Philip Sanders
- 2257. WAEPA, M. Shane Canfield
- 2258. Wake Forest University, Nathan O. Hatch
- 2259. Walbridge, Michael Haller, P.E.
- 2260. Wall Einhorn & Chernitzer, Angela Kerns
- 2261. Walmart, Doug Mcmillon
- 2262. Warren Averett, Mary Elliot
- 2263. Wartsila North America, Ricardo Opperman
- 2264. Washington Society of CPAs, Kimberly Scott
- 2265. Washington University in St. Louis, Andrew Martin
- 2266. WashREIT, Paul Mcdermott

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2267. Waste Connections, Inc., Worthing Jackman
2268. Waste Management, James Fish, Jr.
2269. Water Environment Federation, Walter Marlowe
2270. Waters Corporation, Christopher J. O'Connell
2271. Wayfair, Niraj Shah
2272. Wayne Metro, Louis Piszker
2273. WayUp, Elizabeth Wessel
2274. Weaver, John Mackel
2275. WebPT, Nancy Ham
2276. Webster University, Elizabeth Stroble
2277. WebsterFive, Donald Doyle
2278. Wedbush Securities, Gary Wedbush
2279. Wegmans Food Markets, Colleen Wegman
2280. Weil Gotshal & Manges LLP, Barry Wolf
2281. WeinPlus, Rachel Wein
2282. Welbilt Inc., Hubertus M. Muehlhaeuser
2283. Well Care Health, Zac Long
2284. Wellington Management Company LLP, Brendan Swords
2285. Wellmark Blue Cross Blue Shield, Cory Harris
2286. Wellpath, Jorge Dominicus
2287. Wells Fargo & Company, Charlie Scharf
2288. WellsColeman, George D. Forsythe
2289. WellSpan Health, Roxanna Gapstur
2290. Wellstar Health System, Candice Saunders
2291. Welltower Inc., Shankh Mitra
2292. WESCO International, Inc., John Engel
2293. Wesley Enterprise, Inc., Sherman Ho
2294. West Monroe, Kevin Mccarty
2295. Westchester Medical Center Health Network, Michael Israel
2296. Western Asset Mortgage Capital Corporation, Bonnie Wongtrakool
2297. Western Digital Corporation, David Goeckeler
2298. Western Reserve Land Conservancy, Rich Cochran
2299. Westfield, Edward J. Largent, Iii
2300. Westwood & Wilshire, Alan Cullen
2301. Wex, Melissa Smith
2302. Wheeler Bio, Inc., Jesse McCool
2303. White Castle System, Inc., Lisa Ingram
2304. Whitley Penn LLP, Larry Autrey
2305. Wholesale and Speciality Insurance Association, Brady Kelley
2306. William & Mary, W. Taylor Reveley Iii
2307. William Grant & Sons, Jonathan Yusen
2308. Williams Companies, Alan Armstrong
2309. Williams-Sonoma Inc., Laura Alber
2310. Willis Towers Watson, Paul Scope
2311. Windham Brannon, Heidi Lamarca
2312. Wingstop, Charlie Morrison
2313. Winnebago Industries, Michael Happe
2314. Winrock International, Rodney Ferguson
2315. Winston & Strawn LLP, Thomas P. Fitzgerald
2316. Winthrop University, George Hynd
2317. Wintrust Financial Corporation, Edward Wehmer
2318. Wipfli LLP, Kurt Gresens
2319. Wipro Limited, Thierry Delaporte
2320. Wisconsin Institute of CPAs, Tammy Hofstede
2321. Withum, Bill Hagaman
2322. Wolf & Company, P.C., Mark A. O'Connell
2323. WOMN LLC, Marla Persky
2324. Woodard & Curran, Alyson Watson
2325. Work Shield, Jared Pope
2326. Workday, Aneel Bhusri
2327. Workforce Opportunity Services, Arthur Langer
2328. Workpledge, Tuan St. Patrick
2329. World Business Chicago, Andrea Zopp
2330. World Unity, Inc., Sara Ting
2331. Worldnet International Couriers Inc, Richard Bhullar
2332. Worldpay, Charles Drucker
2333. WP Engine, Inc., Heather Brunner
2334. WPP, Mark Read
2335. WPS Health Solutions, Michael Hamerlik
2336. WRAP - Waste Reduction Art Project, Yana Good Nigen
2337. WW International, Mindy Grossman
2338. Wyndham Destinations, Michael Brown
2339. Wyndham Hotels & Resorts, Geoff Ballotti
2340. Wynn Resorts, Matt Maddox
2341. Xavier University of Louisiana, C. Reynold Verret
2342. Xcel Energy, Inc., Bob Frenzel
2343. Xerox, John Visentin

CEO Action Pledge, All Signatory List

- 2344. XL Catlin, Scott Gunter
- 2345. Xplor, Floris de Kort
- 2346. XSOLIS, Joan Butters
- 2347. Yale New Haven Health, Marna Borgstrom
- 2348. Year Up Professional Resources, PBC d/b/a
YUPRO, Michelle Sims
- 2349. Yello, Corey Ferengul
- 2350. Yeo & Yeo, Thomas Hollerback
- 2351. YETI, Matt Reintjes
- 2352. YMCA of the North Shore, Christopher Lovasco
- 2353. Yondr Group, Eanna Murphy
- 2354. York Catholic District School Board, Domenic
Scuglia
- 2355. Young People's Chorus of New York City,
Francisco J. Núñez
- 2356. Yum! Brands, David Gibbs
- 2357. Zebra Technologies, Anders Gustafsson
- 2358. Zelis, R Andrew Eckert
- 2359. Zennify, Manvir Sandhu
- 2360. Ziegler, Daniel J Hermann
- 2361. Zimmer Biomet, Bryan Hanson
- 2362. Zinpro, Robert Sheffer
- 2363. Zoetis Inc., Kristin Peck
- 2364. ZoomInfo, Henry Schuck
- 2365. ZP Better Together, LLC, Sherri Turpin
- 2366. Zuora, Tien Tzuo
- 2367. Zurich North America, Kristof Terry