

*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 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. 3D Systems, Jeffrey Graves
3. 3M, Michael F. Roman
4. 8minute Solar Energy, Tom Buttgenbach
5. 23andMe, Inc, Anne Wojcicki
6. A Better Way, Inc., David Channer
7. A.T. Kearney, Alex Liu
8. AAA Club Alliance, Thomas Wiedemann
9. AAA Life Insurance Company, John W. DuBose, III
10. AABB (American Association of Blood Banks), Debra S. BenAvram
11. AACSB International, Caryn Beck-Dudley
12. AAFCPAs, Carla M. McCall, David P. McManus
13. American Bankers Association, Rob Nichols
14. AbbVie, Richard A. Gonzalez
15. ABC Fitness Solutions, Bill Davis
16. Abt Associates, Kathleen Flanagan
17. Acadia Realty Trust, Kenneth F. Bernstein
18. Accenture, Julie Sweet\*
19. Acoustical Society of America, Susan Fox
20. Achieve3000, Stuart Udell
21. Achieve More LLC, Mariama Boney
22. ACT, Inc., Janet Godwin
23. Action for Healthy Kids, Robert Bisceglie
24. Adient plc, - Douglas Del Grosso
25. Adobe, Shantanu Narayen
26. ADP, Carlos Rodriguez
27. Adtalem Global Education, Lisa W. Wardell
28. AdvaMed, Scott Whitaker
29. Advance Auto Parts, Inc., Thomas Greco
30. Advanced Group, Leo J. Sheridan
31. Advanced Micro Devices, Inc., Dr. Lisa Su
32. Advancing Minorities' Interest in Engineering, Veronica L. Nelson
33. Advancing Women Executives, Meiko Takayama
34. AdvanSix, Erin Kane
35. Adventure Rock Climbing & Fitness, Jim Guarnaccio
36. Advocate Aurora Health, Jim Skogsbergh
37. Ad Council, Lisa Sherman
38. AEG, Dan Beckerman
39. AEI Consultants, Holly Neber
40. Aerospace Corporation, Steve Isakowitz
41. Aerotek - Todd Mohr
42. The AES Corporation, Andres R. Gluski
43. AESC, Karen B. Greenbaum
44. Afar, Greg Sullivan
45. Aflac Incorporated, Daniel P. Amos
46. Agilent Technologies, Mike McMullen
47. Agios Pharmaceuticals, Jacquelyn A. Fouse
48. AICPA, Susan S Coffey, CPA, CGMA
49. AIG, Peter Zaffino
50. Air General, Patrick Maloney
51. Air Liquide North America, Susan Ellerbusch
52. Air Products, Seifi Ghasemi
53. Airswift, Janette Marx
54. Alaska Air Group, Brad Tilden
55. Albertsons Companies, Vivek Sankaran
56. Albemarle Corporation - J. Kent Masters
57. Albourne Group, John Claisse
58. Alcoa, Roy C. Harvey
59. AlertMedia, Brian Cruver
60. Alimentation Couche-Tard/Circle K, Brian Hannasch
61. Allen & Gerritsen, Andrew Graff
62. Allergan, Brent Saunders
63. Allegis Global Solutions, Chad Lane
64. AllianceBernstein, Seth Bernstein
65. Alliance Data, Edward J. Heffernan
66. Alliant Energy, John O. Larsen
67. Alliant Insurance Services, Thomas W. Corbett
68. Alliant International University, Andy Vaughn
69. Allianz Life Insurance Company of North America, Walter White
70. Allina Health, Penny Wheeler
71. Allinial Global, Mark J. Koziel, CPA, CGMA
72. The Allstate Corporation, Thomas J. Wilson
73. AllThingzAP LLC, Anthony Paradiso
74. Ally Financial, Inc., Jeffrey Brown

75. Alnylam Pharmaceuticals, John Maraganore
76. ALPFA, Damian Rivera
77. Altarum Institute, Lincoln Smith
78. Alteryx, Mark Anderson
79. Altria Group, Inc., William Gifford
80. Altra Industrial Motion Corp, Carl R. Christenson
81. Altus Group, Mike Gordon
82. Ameren, Warner Baxter
83. American Airlines, Doug Parker
84. American Association for the Study of Liver Diseases (AASLD), Matthew D'Uva
85. American Association of Colleges of Pharmacy, Lucinda L. Maine
86. American Association of Physicists in Medicine (AAPM), Angela R. Keyser
87. American Association of Physics Teacher, Beth A. Cunningham
88. American Astronomical Society, Dr. Kevin B. Marvel
89. American Bar Association, Jack Rives
90. American Cancer Society, Gary M. Reedy
91. American Century Investments, Jonathan Thomas
92. American College of Clinical Pharmacy, Michael S. Maddux, Pharm.D., FCCP
93. American College of Healthcare Executives, Deborah J. Bowen, FACHE, CAE
94. American Council of Life Insurers, Susan K. Neely
95. American Counseling Association, Richard Yep, CAE, FASAE
96. American Crystallographic Association, Kristin H. Stevens
97. American Electric Power, Nicholas K. Akins
98. American Express, -
99. American Family Insurance, Jack Salzwedel
100. American Heart Association, Nancy Brown
101. American Health Care Association, Mark Parkinson
102. American Health Law Association, David S. Cade
103. The American Institute of Architects, Robert Ivy
104. American Institute of Physics, Michael H. Moloney, PhD
105. American Institutes for Research, David Myers
106. American Occupational Therapy Association, Sherry Keramidas
107. American Pacific Mortgage, Kurt A. Reisig
108. American Pharmacists Association, Scott Knoer, MS, PharmD, FASHP
109. American Physical Therapy, Justin D. Moore
110. American School Counselor Association, Jill Cook
111. American Society for Microbiology, Stefano Bertuzzi
112. American Society of Association Executives, Susan Robertson
113. SThree, Sunny Ackerman
114. American Tower Corporation, Tom Bartlett
115. American University, Sylvia Mathews Burwell
116. American Water, Susan Story
117. AmeriHealth Caritas Family of Companies, Paul A. Tufano
118. Ameriprise Financial, James M. Cracchiolo
119. AmerisourceBergen, Steven Collis
120. Amerisure Mutual Insurance Company, Gregory J. Crabb
121. Ameritas Life insurance Corp., William W. Lester
122. AMG, Jay C. Horgen
123. Amherst College, Biddy Martin
124. Amica Insurance, Robert A. DiMuccio
125. Amicus Therapeutics, John F. Crowley
126. AM General LLC, R. Andrew Hove
127. AMN Healthcare, Susan Salka
128. Anchin, Russell B. Shinsky
129. Andersen Corporation, Jay Lund
130. Andrews McMeel Universal, Alexander H. Sareyan
131. Anheuser-Busch InBev, Carlos Brito
132. AnitaB.org, Brenda Wilkerson
133. Anixter, -
134. Annaly Capital Management, Inc. David L. Finkelstein
135. Anser Advisory, Bryan Carruthers
136. Ansys, Ajei Gopal
137. AnswerLab, Amy Buckner Chowdhry
138. Antares Capital LP, David Brackett
139. Anthem Inc., Gail Boudreaux
140. Aon, Greg Case
141. Apollo Global Management, LLC, Marc Rowan
142. Apple Hospitality REIT, Inc., Justin G. Knight
143. Applied Materials, Inc., Gary E. Dickerson
144. Aprio, LLP, Richard Kopelman
145. Aptiv, Kevin P. Clark
146. Arbonne, Jean-David Schwartz
147. Archbright, Shannon Kavanaugh
148. Archer Daniels Midland Company, Juan R. Luciano
149. Arconic, Tim Myers
150. Arent Fox, Anthony Lupo
151. Ares Management Corporation, Michael Arougheti
152. Ariel Investments, John W. Rogers
153. Aronson, Larry Davis

154. *Argentum, James Balda*
155. *Arlo Technologies, Matthew McRae*
156. *ARM, Simon Segars*
157. *Armanino LLP, Matthew J. Armanino*
158. *Arsenal Capital Partners, Terrence Mullen*
159. *Ascena Retail Group, Inc., Lizanne Kinder*
160. *Ascend Inc., Anna W. Mok*
161. *Ascensus, David Musto*
162. *ASCP, Chad Worz, PharmD, BCGP*
163. *Ashland, William Wulfsohn*
164. *Ashley Stewart, James C. Rhee*
165. *Ansira, Jay Dettling*
166. *ASHP, Paul W. Abramowitz, Pharm.D, Sc.D. (Hon.), FASHP*
167. *Asian American Business Development Center, John Wang*
168. *Aspire, Jim Kales*
169. *Associated Bank, Philip B. Flynn*
170. *Association of College Unions International, John Taylor*
171. *Association of the Wall and Ceiling Industry, Michael F. Stark*
172. *Association Forum, Michelle Mason, CAE, FASAE*
173. *Association Management Center, Steve Smith*
174. *The Association of Junior Leagues International, Patsy Doerr*
175. *Association Headquarters, Robert Waller Jr*
176. *Assurant Inc., Alan Colberg*
177. *Assurity, Thomas E. Hennin*
178. *AST Corporation, Justin Winters*
179. *Astec Industries, Inc, Barry Buffalo*
180. *Astellas, Percival Barretto-Ko*
181. *Asurion, Tony Dettter*
182. *A.T. Still University of Health Sciences, Craig M. Phelps, DO*
183. *AT&T, John Stankey*
184. *Athene Holding Ltd., James R. Belardi*
185. *Atlanta Hawks, Steven R. Koonin*
186. *AtlantiCare, Lori Herndon*
187. *Atlantic Union Bank, John Asbury*
188. *Atlas Air Worldwide, John W. Dietrich*
189. *Atlas Travel & Technology Group, Elaine Osgood*
190. *Atrium, Chris Heineken*
191. *Auburn University, Jay Gogue*
192. *Audio Visual Services Group LLC dba PSAV., Joseph Michael McIlwain*
193. *August Leadership, Asad Haider*
194. *AuthoraCare Collective, Kristen W. Yntema*
195. *Authority Brands LLC, Rob Weddle*
196. *Autodesk, Andrew Anagnost*
197. *Automotive Hall of Fame, Ramzi Hermiz*
198. *AvalonBay Communities, Inc., Timothy J. Naughton*
199. *AVANGRID, Dennis V. Arriola*
200. *Avanos, Joseph F. Woody*
201. *Avantor, Michael Stubblefield*
202. *Avaya, Inc., Jim Chirico*
203. *Avenue Two Travel, Joshua E. Bush*
204. *Avery Dennison, Mitch Butier*
205. *Avista, Dennis Vermillion*
206. *Avista Capital Partners, David Burgstahler*
207. *Axcelis Technologies, Mary G. Puma*
208. *Axxess, John Olajide*
209. *B. Braun of America Inc., Jean-Claude Dubacher*
210. *B Line Events, Inc, Birgess Angelus*
211. *Babson College, Dr. Stephen Spinelli*
212. *Bain Capital, Jonathan S. Levine and John Connaughton*
213. *Bain & Company, Inc., Manny Maceda*
214. *Baker Tilly, Alan D. Whitman*
215. *Balchem, Ted Harris*
216. *Ball Corporation, John Hayes*
217. *BancorpSouth, Dan Rollins*
218. *Bancroft, Toni Pergolin*
219. *Bank of America, Brian Moynihan*
220. *Bankers Trust, Donald J. Coffin*
221. *Banner Health, Peter Fine*
222. *Barilla, Claudio Colzani*
223. *Barings LLC, Michael Freno*
224. *Barry Isett & Associates, Inc., Kevin T. Campbell*
225. *Bashen Corporation, Janet Emerson Bashen*
226. *Bay Area Council, Jim Wunderland*
227. *Bay Federal Credit Union, Carrie L. Birkhofer*
228. *Bayer U.S., Patrick Lockwood-Taylor*
229. *BayWa r.e. Solar Systems LLC, Boaz Soifer*
230. *Baxter, José (Joe) E. Almeida*
231. *BBD LLP, James W. Kaiser & Adam W. Watson*
232. *BBVA USA, Javier Rodriguez Soler*
233. *BCG, Joe Davis\**
234. *BDO USA LLP, Wayne Berson*
235. *Beacon Building Products, Julian Francis*
236. *Beam Suntory, Albert Baladi*
237. *Beautycounter, Gregg Renfrew*
238. *The Beck Group, Frederick Perpall*
239. *Becton Dickinson, Tom Polen*
240. *Bel Brands USA, Bill Graham*
241. *Bellarmino University, Susan M. Donovan*
242. *Bellin Health System, Christine Woleske*
243. *Bells Partners, Jon Bell*
244. *BE MORE with Anu, Anu Gupta*
245. *Bennett Thrasher LLP, Jeff Eischeid*
246. *BenReese LLC, Benjamin D. Reese Jr.*
247. *Bentley University, Alison Davis-Blake*
248. *Berkowitz Pollack Brant Advisors + CPAs, Joseph L. Saka*

249. *Berkshire Bank*, Nitin J. Mhatre
250. *Berkshire Residential Investments*, David Olney
251. *Berntson Porter & Company, PLLC*, Robert Bernston
252. *BerryDunn*, John M. Chandler
253. *Best Buy Co., Inc.*, Corie Barry
254. *BHC Integrated Support Services*, Eric O. Smith
255. *BIC*, Gonzalve Bich
256. *The Billie Jean King Leadership Initiative*, Billie Jean King
257. *Billy Reid*, Eric Johnson & Jeffrey Zens
258. *Binghamton University*, Harvey Stenger
259. *Biogen*, Michel Vounatsos
260. *BJC Healthcare*, Richard J. Liekweg
261. *BKD, LLP*, Tom Watson
262. *Black & Veatch*, Steven L. Edwards
263. *Blackberry Limited*, John Chen
264. *BlackRock*, Larry Fink
265. *Black Knight Inc.*, Anthony Jabbour
266. *Blue Cross Blue Shield Association*, Kim Keck
267. *Blue Cross and Blue Shield of Louisiana*, Steven Udvarhelyi
268. *Blue Cross Blue Shield Massachusetts*, Andrew Dreyfus
269. *Blue Cross Blue Shield of Michigan*, Daniel J. Loepf
270. *Blue Cross and Blue Shield of Minnesota*, Craig Samitt
271. *Blue Cross Blue Shield North Carolina*, Gerald Petkau
272. *Blue Ocean Brain*, Claire G Herring
273. *Blue Planet Energy*, Chris Johnson
274. *Blue Yonder*, Girish Rishi
275. *BNY Mellon*, Thomas Gibbons
276. *Boats Group*, Sam Fulton
277. *BOK Financial*, Steven Bradshaw
278. *The Boldt Company*, Tom Boldt
279. *Bonne Santé Group, Inc.*, Ryan F. Zaakon
280. *Bowman & Company LLP*, Michael D. Cesaro
281. *The Bonadio Group*, Bruce Zicari II
282. *Booz Allen Hamilton*, Horacio Rozanski
283. *Border States Electric*, David White
284. *BorgWarner*, Frederic Lissalde
285. *Borrego Solar Systems, Inc.*, Mike Hall
286. *Boston Mutual Life Insurance Company*, Paul A. Quaranto, Jr.
287. *Boston Properties*, Owen D. Thomas
288. *Boston Scientific Corporation*, Michael Mahoney
289. *Bounteous*, Keith Schwartz
290. *Bowie State University*, Aminta H. Breaux, Ph.D.
291. *Box*, Aaron Levie
292. *Boyden*, Trina Gordon
293. *BPM*, James K. Wallace
294. *The Bozzuto Group*, Toby Bozzuto
295. *Brandywine Realty Trust*, Gerard H. Sweeney
296. *Braskem America Inc.*, Mark Nikolich
297. *Bremer Bank*, Jeanne H Crain
298. *Brewery Running Series™*, Morgan Jappe
299. *Bridgewater Associates*, David McCormick
300. *Brief Media*, Elizabeth Green
301. *Briggs & Veselka Co.*, Sheila A. Enriquez
302. *Bright Horizons Family Solutions*, Stephen Kramer
303. *BrightHouse Financial*, Eric T. Steigerwalt
304. *Brighton Agency*, Tina VonderHaar
305. *Brightstar Capital Partners*, Andrew Weinberg
306. *BrlInt*, Melanie Charlton
307. *The Brink's Company*, Douglas A. Pertz
308. *Bristol Global Mobility*, Joe Cardini
309. *Bristol-Myers Squibb*, Giovanni Caforio
310. *Brixmor Property Group*, James M. Taylor
311. *Broadmark Realty Capital*, Jeffrey B. Pyatt
312. *Brocade*, Lloyd Carney
313. *Brown Brothers Harriman & Co.*, William B. Tyree
314. *Brown Smith Wallace, LLP*, Tony Caleca
315. *Brown-Forman*, Lawson Whiting
316. *Brunswick Corporation*, David Foulkes
317. *Bryant University*, Dr. Ross Gittel
318. *A-Rod Corp*, Alex Rodriguez
319. *Bunge*, Greg Heckman
320. *Burkhart Pizzanelli*, Julie M. Quink
321. *Burlington Stores*, Michael O'Sullivan
322. *Burns & McDonnell*, Ray Kowalik
323. *Business Leaders for Michigan*, Jeff Donofrio
324. *ButcherBox*, Mike Salguero
325. *Buyer's Title, Inc.*, Murray Shepard
326. *Cabot Corporation*, Sean D.
327. *The Caldwell Partners International Inc.*, John Wallace
328. *Cadence Bank*, Paul B. Murphy, Jr.
329. *The Cadmus Group*, Ian Kline
330. *Caerulean Analytics LLC*, Mark Greenberg
331. *CAI*, Tom Salvaggio
332. *Calibre CPA Group PLLC*, James C. Kokolas
333. *California Society of CPAs*, Anthony J. Pugliese
334. *Callan LLC*, Gregory C. Allen
335. *Cambia Health Solutions*, Mark Ganz
336. *Cambridge Associates*, David Druley
337. *Camden Property Trust*, Richard J. Campo
338. *Camera Ready*, Rhonda Overby
339. *Campbell & Company*, Will Andrews
340. *Campbell Soup Company*, Mark Clouse
341. *Canada Life Re*, Jean-Francois Poulin

342. Cantel Medical Corporation, George Fotiades
343. Capco US, Michael Pugliese
344. Caribbean Food Delights, Sabrina HoSang Jordan
345. Capital Group, Tim Armour
346. Cardinal Health, Mike Kaufmann
347. Cardiovascular Systems, Inc., Scott R. Ward
348. Career Communications Group, Inc., Tyrone D. Taborn
349. CareFirst BlueCross BlueShield, Brian D. Pieninck
350. Caregiven Inc., Candice AD. Smith
351. Cargill, David W. MacLennan
352. Carhartt, Mark Valade
353. Carroll Organization, Patrick Carroll
354. The Carlyle Group, Kewsong Lee
355. Carnival Corporation & plc, Arnold Donald
356. CA Technologies, Mike Gregoire
357. Caesars Entertainment, Tom Reeg
358. Caliber Auto Maintenance & Collision Repair Services, Mark Sanders
359. California Forward, Micah Weinberg
360. Capri Holdings Limited, John D. Idol
361. Carnegie Mellon University, Farnam Jahanian
362. Carlisle Companies, Inc., D. Christian Koch
363. CarMax, Bill Nash
364. Carnegie Mellon University, Farnam Jahanian
365. Carr, Riggs & Ingram, LLC, William Carr
366. Carrier, David L. Gitlin
367. Case Western Reserve University, Barbara R. Snyder
368. Castlight Health, Maeve O'Meara
369. Catalent, Inc., John R. Chiminski
370. Catalyst, Lorraine Hariton
371. Catholic Charities of Baltimore, William J. McCarthy Jr.
372. CBIZ, Inc., Jerry Grisko
373. CBS Corporation, -
374. CBRE, Bob Sulentic
375. CCIM Institute, Gregory J. Fine
376. CECP, Daryl Brewster
377. Cedar Crest College, Elizabeth Meade
378. Celestica, Robert Mionis
379. Centene, Michael Neidorff
380. Centennial, Steven Levin
381. Center for Automotive Diversity, Inclusion & Advancement, Cheryl Thompson
382. Center for Creative Leadership, John Ryan
383. Central Ohio Diversity Consortium, Priscilla Hammonds
384. Centurion, LLC, Steven H. Wheeler
385. Century Snacks, Valerie Oswalt
386. Cerner Corporation, Brent Shafer
387. Certara, William F. Feehery
388. Cetera Financial Group, LLC, Adam Antoniadis
389. CGS Mule, Angie Marmillion
390. Charger Ventures, Jessie B. Henry
391. Charles River Labs, James C. Foster
392. Charles River Associates, Paul Maleh
393. Charlotte Regional Business Alliance, Janet LaBar
394. Chart Industries, Inc., Jill Evanko
395. Chemonics, Jamey Butcher
396. Chemours, Mark Vergnano
397. Cherry Bekaert LLP, Michelle L. Thompson
398. Chesapeake Energy Corporation, Doug Lawler
399. Chestnut Hill Realty, Corp, Edward E. Zuker
400. CHI Memorial Healthcare System, Janelle Reilly
401. The Christ Hospital Health Network, Arturo Polizzi
402. C.H. Robinson Worldwide, Bob Biesterfeld
403. Chicago United, Tiffany Hamel Johnson
404. Children's Hospital Los Angeles, Paul S. Viviano
405. Children's Minnesota, Marc H. Gorelick, MD
406. ChristianaCare, Janice E. Nevin
407. Church Mutual Insurance Company, Richard V. Poirier
408. CIC Group, Inc., Derek Falb
409. Cielo, Sue Marks
410. Ciena, Gary Smith
411. Cigna, David Cordani
412. CIT, Ellen Alemany
413. Citi Trends, David N. Makuen
414. Cincinnati Children's Hospital Medical Center, Michael Fisher
415. Cincinnati Regional Chamber, Jill P. Meyer
416. Cintas, Scott Farmer
417. Circa, Patrick Sheahan
418. Cisco Systems Inc., Chuck Robbins
419. Cision, Abel Clark
420. Citigroup, Mike Corbat
421. Citrin Cooperman & Company LLP, Joel A. Cooperman
422. City College of New York, Vince Boudreau
423. CLA, Jennifer Leary
424. Clarivate, Jerre Stead
425. Clark Capital Management Group, Inc., Brendan M. Clark
426. Clark Nuber PS, Robert A Wheeler
427. Clarkston Consulting, Tom Finegan
428. ClearEdge Marketing, Leslie Vickrey
429. Clearway Energyst, Christopher Sotos, Craig Cornelius

430. Cleco Corporate Holdings, LLC, William G. Fontenot
431. Cleveland Clinic, Tomislav Mihaljevic
432. Clevyr, Matthew Williamson
433. Clovers Ai Inc, Doug Leonard
434. The Clorox Company, Linda Rendle
435. CME Group, Terrence A. Duffy
436. CNB Bank, Joseph B. Bower, Jr.
437. COFCO Group, Joan Waters
438. Columbian Financial Group, Michael Fosbury
439. CommonSpirit Health, Loyd H. Dean, Kevin E. Lofton
440. The Community Builders, Inc., Bart Mitchell
441. Compass Minerals, Kevin S. Crutchfield
442. CONEXIG, LLC, Felipe Andre Isore Gutierrez
443. CMS Energy, Patricia Poppe
444. CNA, Dino E. Robusto
445. CNA, Dr. Katherine McGrady
446. CNH Industrial, Scott W. Wine
447. CNote, Catherine Berman
448. Coeur Mining, Inc., Mitchell J. Krebs
449. Cohen & Company Ltd., Randall S. Myeroff
450. CollegeBoard, Jeremy Singer
451. Common Impact, Danielle Holly
452. Cond.Nast, Roger Lynch
453. Control Risks, Bill Udell
454. CONEXIG, LLC, Felipe Andre Isore Gutierrez
455. The Conference Board, Inc., Steve Odland
456. Connecticut Society of Public Accountants, Bonnie Stewart
457. Covanta Holdings, Michael Ranger
458. Cowen, Jeffrey M. Solomon
459. CPI Security Systems Inc., Kenneth J. Gill
460. cprime, Zubin Irani
461. CNO Financial Group Inc., Gary Bhojwani
462. The Coca-Cola Company, James Quincey
463. CohnReznick, David A. Kessler
464. Colgate-Palmolive Company, Noel Wallace
465. CollabraLink Technologies, Inc, Rahul Pandhi
466. The Colonial Williamsburg Foundation, Cliff Fleet
467. Colorado Society of CPAs, Mary E. Medley
468. Colorado Community College System, Joseph A. Garcia
469. Colorado Northwestern Community College, Ron Granger
470. Columbus State Community College, David T. Harrison
471. Comerica Bank, Curt Farmer
472. Commerce Bank, John Kemper
473. Community College of Aurora, Betsy Oudenhoven
474. The Companies of MPI, Bob Clarke
475. Con Edison, Timothy Cawley
476. Conagra Brands, Sean Connolly
477. Cone Health, Terrence B. Akin
478. Conduent Inc., Cliff Skelton
479. Connecticut Society of Certified Public Accountants, Bonnie Stewart
480. Conning, Woody E. Bradford
481. Consilio, Andrew MacDonald
482. Constellation Brands, Inc., William A. Newlands
483. Construction Financial Management Association, Stuart Binstock
484. Consumer Brands Association, Geoff Freeman
485. Consumer Healthcare Products Association, Scott Melville
486. Consumer Reports, Marta L. Tellado
487. Continental North America, Samir Salman
488. Continental Office, Ira Sharfin
489. Contran Corporation, Robert Graham
490. Country Financial, Jim Jacobs
491. ConvergeOne, John McKenna
492. Conversica, Jim Kaskade
493. CooperCompanies, Albert White
494. Copacino Fujikado, Scott Foreman
495. Coqual, Lanaya Irvin
496. Cooperative Education and Internship Association, Scott Maynard
497. Corn Refiners Association, John Bode
498. Cornell University, Martha E. Pollack
499. Corning Incorporated, Wendell Weeks
500. Council of Chief State School Officers, Carissa Moffat Miller
501. Council of Foundations, -
502. The Council of Insurance Agents & Brokers, Ken Crerar
503. Council on Undergraduate Research, Lindsay Currie, CAE
504. Cramer, TJ Martin
505. Credence Management Solutions, LLC, Siddhartha Chowdhary
506. Credit Union National Association, Jim Nussle
507. Crestwood Equity Partners, Robert G. Phillips
508. CRH plc, Albert Manifold
509. Crohn's and Colitis Foundation, Michael Osso
510. Crowe LLP, Mark Baer
511. Crown Castle, Jay A. Brown
512. CSAA Insurance Group, Tom Troy
513. CSRA, Lawrence B. Prior III
514. Cubic Corporation, Bradley Feldmann
515. Cummins, Tom Linebarger
516. CUNA Mutual Group, Robert Trunzo
517. Cushman & Wakefield | PICOR, Barbi Reuter
518. Customers Bank, Jay S. Sidhu
519. College and University Professional Association for Human Resources, Andy Brantley
520. Crew Network, Wendy Mann, CAE



521. Crown Castle, Jay A. Brown
522. CVS Health, Larry J. Merlo
523. CUMULUS MEDIA, Mary G Berner
524. CyberHeroes, Gary Berman
525. Cynergy Physical Therapy, PC, Cynthia Gormezano
526. d.e. FOXX & Associates, Inc., Gerald Sparkman
527. Daimler Trucks North America LLC, John O'Leary
528. Dakkota Integrated Systems, Andra Rush
529. Dalberg Advisors, Yana Kakar
530. Dallas College, Christa Slejko
531. Dallas Holocaust and Human Rights Museum, Mary Pat Higgins
532. Dallas Mavericks, Cynthia G. Marshall
533. Dana Incorporated, James Kamsickas
534. Danaher Corporation, Rainer M. Blair
535. Danone North America, Shane Grant
536. Dataminr, Ted Bailey
537. DataStax, Chet Kapoor
538. The Davey Tree Expert Company, Patrick Covey
539. DaVinci Education, Allison Wood
540. Davita, Javier Rodriguez
541. DCP Midstream, LP, Wouter van Kempen
542. Dean Dorton, David Bundy
543. Dell Technologies, Michael Dell
544. Deloitte US, Joseph B. Ucuzoglu
545. Delta Air Lines, Ed Bastian
546. Delta Dental of Minnesota, Rodney Young
547. Deluxe Corporation, Barry C. McCarthy
548. Denny's, John Miller
549. DentaQuest, Steve Pollock
550. Dentons US LLP, Mike McNamara
551. Deschutes Brewery, Michael LaLonde
552. Designer Brands, Inc., Roger Rawlins
553. Destination Cleveland, David Gilbert
554. Destination x Design California, Alicia Barone & Elizabeth V Suro
555. Detroit Institute of Arts, Salvador Salort-Pons, Ph.D.
556. Detroit Regional Chamber, Sandy K. Baruah
557. Denver Scholarship Foundation, Lorii Rabinowitz
558. DePaul University, Dr. A. Gabriel Esteban
559. Detroit Pistons, Arn Tellem
560. Deutsche Bank USA Corp, Christiana Riley
561. DGC, Laurie, J. Austin
562. DIA, Barbara Lopez Kunz
563. Diageo North America, Debra Crew
564. Diabetes Research Institute Foundation, Sean Kramer
565. DICK'S Sporting Goods, Edward Stack
566. Digi International Inc., Ron Konezny
567. Digital Realty, A. William Stein
568. Dimensional Innovations, Tucker Trotter
569. Dine Brands Global, John Peyton
570. Discover Financial Services, Roger Hochschild
571. Discovery Education, Bill Goodwyn
572. Distinctive Healthcare, Joseph Jedlowski
573. Diversity Best Practices, Subha Barry
574. DiversityInc, Carolynn Johnson
575. Diversity Marketplace, Tim McChristian
576. Dixon Hughes Goodman LLP, Matt Snow
577. DLL Group, Bill Stephenson
578. DMJ & Co., PLLC, Michael R. Gillis
579. DNA, Alan Brown
580. DocuSign, Dan Springer
581. Dominion Energy, Thomas F. Farrell, II
582. Dominium, Paul Sween
583. Domino's LLC, Ritch Allison
584. Dotdash, Neil Vogel
585. The Dow Chemical Company, Jim Fitterling
586. DPI, LLC., Roslyn Rice, Co-Founder
587. Draper Aden Associates, Jeffrey N. Lighthiser
588. Dr. Martens, Kenny Wilson
589. Drug Rehab Services, Marcel Gemme
590. DST Systems, Inc., Steve Hooley
591. DSM North America, Hugh Welsh
592. DTCC, Michael Bodson
593. DTE Energy, Gerardo Norcia
594. Duke Energy, Lynn Good
595. Duke Realty Corporation, Jim Connor
596. Duke University, Vincent Price
597. Dunkin' Brands, David Hoffmann
598. DuPont, Edward D. Breen
599. Dynamic Signal, Eric Brown
600. DXL Big & Tall, Harvey Kanter
601. EA Engineering, Science, and Technology, Inc., PBC, Ian D. MacFarlane
602. East Bay Leadership Council, Kristin Braun Connelly
603. Eastridge Workforce Solutions, Seth Stein
604. Eaton, Craig Arnold
605. Eaton Vance Corp., Thomas E. Faust Jr.
606. Ebby Halliday Companies, Christian J. Kelly
607. Eclipse Senior Living, Inc, Kai Hsiao
608. Ecolab, Inc., Douglas Baker
609. ECRI, Marcus Schabacker
610. Edens, Jodie McLean
611. Edinboro University, Michael Hannan
612. Edison International, Pedro J. Pizarro
613. Edelman, Richard Edelman
614. Edelman Financial Engines, Lawrence Raffone
615. Edgewell Personal Care, Rod Little
616. EDP Renewables North America LLC, Miguel Angel Prado

617. *Education Development Center, David Offensend*
618. *Educational Testing Service, Walt MacDonald*
619. *Edward Jones, Penny Pennington*
620. *Edwards Lifesciences, Michael Mussallmen*
621. *Illinois*
622. *Eide Bailly LLP, Dave Stende*
623. *EisnerAmper LLP, Charles Weinstein*
624. *Elevate People Solutions, Sheila Eason*
625. *Eli Lilly and Company, David A. Ricks*
626. *Elion Partners, Jacobo Azout, Juan DeAngulo, Shlomo Khoudari, Sylvain Argy*
627. *EMC Insurance, Scott Jean*
628. *eMDs, Inc., Derek Pickell*
629. *Emerson, David Farr*
630. *Employment Resource Group, Inc., Sharon Hulce*
631. *Empower Energies, John Clapp*
632. *Empower Retirement, Edmund Murphy*
633. *Empowering Youth, Exploring Justice, Mai Moore*
634. *Enbridge, Al Monaco*
635. *Encompass Health, Mark Tarr*
636. *Encova Insurance, David L. Kaufman*
637. *Endeavor, Ari Emanuel*
638. *Energetiq Technology, Inc., Debbie Gustafson*
639. *Endo International plc, Blaise Coleman*
640. *EngageSmart Inc., Bob Bennett*
641. *Englewood Health, Warren Geller*
642. *Enphase Energy, Badri Kothandaraman*
643. *Audacy (formerly Entercom), David Field*
644. *Entergy, Leo P. Denault*
645. *Envision Healthcare, Jim Rechten*
646. *Equilar, David Chun*
647. *Equinix, Charles J. Meyers*
648. *Equitable, Mark Pearson*
649. *Equity LifeStyle Properties, Marguerite Nader*
650. *Equity Residential, Mark J. Parrell*
651. *Ergotron, Inc., Chad J. Severson*
652. *EQT Corporation, Robert J. McNally*
653. *Equifax, Inc., Mark W. Begor*
654. *Equitrans Midstream Corporation, Thomas F. Karam*
655. *Erickson Senior Living, R. Alan Butler*
656. *Erie Insurance, Timothy G. NeCastro*
657. *ESCO Group, Ray Brown*
658. *ESI, Michael Burger*
659. *Essex Property Trust Inc, Michael Schall*
660. *Essilor of America, Rick Gadd*
661. *The Estée Lauder Companies, Fabrizio Fred*
662. *Etsy, Inc., Josh Silverman*
663. *Evercore, Ralph Schlosstein*
664. *Everside Health, Christopher T. Miller*
665. *Eversource Energy, James J. Judge*
666. *Everyday Life Insurance, Jake Tamarkin*
667. *EverQuote, Jayme Mendal*
668. *Evia Corp, Hilary Laney*
669. *Evolent Health, Seth Blackley*
670. *Evonik, John Rolando*
671. *Ewing Marion Kauffman Foundation, Wendy Guillies*
672. *Exact Staff, Karenjo Goodwin*
673. *The Executive Leadership Council, Skip Spriggs*
674. *The Global Good Fund, Carrie Rich*
675. *Exelon, Christopher Crane*
676. *Expedia Group, Peter Kern*
677. *Express Scripts, Timothy C. Wentworth*
678. *EY, Kelly Grier*
679. *F5 Networks, Inc., François Locoh-Donou*
680. *Facing History and Ourselves, Roger Brooks*
681. *FactSet, Phil Snow*
682. *Face Reality Skincare, Jeremy Soine*
683. *Fannie Mae, Hugh R. Frater*
684. *Farm Journal, Andrew J. Weber*
685. *Farmers Insurance, Jeff Dailey*
686. *Faurecia USA Holdings, Inc., Kevin Lammers*
687. *Federal Home Loan Bank of Chicago, Michael A. Ericson*
688. *Federal Home Loan Bank of Des Moines, Kris Williams*
689. *Federal Home Loan Bank of Indianapolis, Cindy L. Konich*
690. *Federal Home Loan Bank of San Francisco, Teresa Bazemore*
691. *Federal Realty Investment Trust, Don Wood*
692. *Feeding America, Claire Babineaux-Fontenot*
693. *Fenton, Ben Wyskida*
694. *Fenway Community Development Corporation, Leah Camhi*
695. *Ferrara Candy Company, Todd Siwak*
696. *Federal Home Loan Bank of Cincinnati, Andrew S. Howell*
697. *FCCI Insurance Group, Christina "Cina" Welch*
698. *Stellantis, Mike Manley*
699. *Fidelity Life Association, James Hohmann*
700. *FieldWorks LLC, Chris Gallaway*
701. *Fifth Third Bank, Greg Carmichael*
702. *Financial Industry Regulatory Authority, Inc., Robert Cook*
703. *Financial Services Institute, Dale E Brown*
704. *Finseca, Mark R. Cadin*
705. *Firehouse Subs, Don Fox*
706. *First Command Financial Services, Inc., Mark Steffe*
707. *FirstEnergy, Steven E. Strah*
708. *FirstKey Homes, LLC, Colleen D. Keating*
709. *First Midwest Bancorp, Inc., Michael L. Scudder*

710. First Watch Restaurants, Inc, Chris Tomasso
711. First Washington Realty, Alexander Nyhan
712. FIS, Gary Norcross
713. FiscalNote, Tim Hwang
714. Fiserv, Frank Bisignano
715. Fisher & Phillips, LLP, Roger K. Quillen
716. Flagstar Bank, Thomas Cangemi
717. Fleet Feet, Joey Pointer
718. Flexential, Chris Downie
719. Floor & Decor, Tom Taylor
720. Fluor Corporation, David Constable
721. Follett Corporation, Patrick Connolly
722. Folience, Daniel Goldstein
723. Food Lion, Meg Ham
724. The Ford Motor Company, Jim Farley
725. Fortitude Re, James Bracken
726. Fortive, Jim Lico
727. Fortune Brands Home and Security, Nicholas Fink
728. Fortune Media (USA) Corporation, Alan Murray
729. Fossil Group, Inc., Kosta Kartsotis
730. Fox Factory, Mike Dennison
731. Framingham State University, F. Javier Cevallos
732. Franklin Energy Services, LLC, Jim Madej
733. Franklin Templeton, Jenny Johnson
734. FranklinCovey, Robert A. Whitman
735. Frazier & Deeter, LLC, Wm. Seth McDaniel
736. Fred Hutchinson Cancer Research Center, Gary Gilliland, M.D., Ph.D
737. Freddie Mac, David M. Brickman
738. Frontier Communications, Dan McCarthy
739. Frost Brown Todd, Adam P. Hall
740. FS Investments, Michael Forman
741. FTI Consulting, Steve Gunby
742. Future State, Shannon Adkins
743. Gallagher, J. Patrick Gallagher
744. GAF Energy, Martin DeBono
745. Gannett Co., Michael E. Reed
746. Gap, Inc., Sonia Syngal
747. Gartner, Gene Hall
748. Gas South, Kevin Greiner
749. GE Appliances, a Haier company, Kevin Nolan
750. Genentech, Alexander Hardy
751. General Atlantic, Bill Ford\*
752. General Mills, Jeff Harmening
753. General Motors, Mary Barra
754. Genesys, Anthony J. Bates
755. Genesys Works, Jeff Artis-National
756. Genworth, Thomas J. McInerney
757. George Mason University, Gregory Washington, Ph.D.
758. Georgetown University, John J. DeGioia, Ph.D.
759. Gettysburg College, Janet Morgan Riggs
760. GHJ, Tom Barry
761. The Giant Company, Nicholas Bertram
762. Giant Food, Ira Kress
763. GID, Robert E. DeWitt
764. Girl Scouts of the USA, Judith Batty
765. Global Atlantic Financial Group, Allan Levine
766. Global Payments Inc., Jeffrey S. Sloan
767. Global Tax Network US, LLC, David S. Kolb
768. GlobalLogic Inc., Shashank Samant
769. Globeflex Capital, L.P., Marina L. Marrelli
770. GO2 Partners, Inc., James O'Brien
771. GoFundMe, Tim Cadogan
772. Good Sports Plus DBA "ARC", Brad Lupien
773. Goodmans Interior Structures, Adam Goodman
774. Goodwill Industries International, Inc. - Steve Preston
775. Goodwyn, Mills and Cawood, Inc., Jeffrey A. Brewer, AIA
776. Gopher Resources, Brian Leen
777. Grange Insurance, John Ammendola
778. Granite, Kyle Larkin
779. Grant Thornton LLP, Bradley J. Preber
780. Graybug, Fred Guerard
781. Greater Cleveland Sports Commission, David Gilbert
782. Great Place to Work, Michael C. Bush
783. Greater Cleveland Partnership, Joseph D. Roman
784. Greater Green Bay Chamber, Laurie Radke
785. Greater Green Bay Community Foundation, Dennis Buehler
786. Greater Houston Partnership, Bob Harvey
787. Greater Kansas City Chamber of Commerce, Joe Reardon
788. Greater Rochester Chamber of Commerce, Robert Duffy
789. Greeley-Hansen, John Robak
790. Greystar Real Estate Partners, Bob Faith
791. GRID
792. Griffith Foods Inc., TC Chatterjee
793. Groupon, Aaron Cooper
794. GTCR, Craig Bondy
795. The Guardian Life Insurance Company, Deanna Mulligan
796. Guitar Center, Ron Japinga
797. GW&K Investment Management, LLC, Harold G. Kotler
798. H&CO, LLP, Armando Hernandez
799. H&R Block, Jeffrey J. Jones II
800. Hackensack Meridian Health, Robert C. Garrett
801. Hall & Evans, LLC, Lance Eberhart
802. Hall Capital Partners, LLC, Kathryn A. Hall

803. *Halo Branded Solutions*, Marc Simon
804. *Hamamatsu Corporation*, Craig Walling
805. *Handshake*, Garrett Lord
806. *Hancock Askew & Co, LLP*, Michael McCarthy
807. *Hannaford*, Mike Vail
808. *Hannon Armstrong*, Jeff Eckel
809. *Hannover Life Reassurance Company of America*, Peter R. Schaefer
810. *The Hanover Insurance Group*, John C. Roche
811. *Hantzmon Wiebel LLP*, Jennifer Lehman
812. *Harley Davidson, Inc.*, Jochen Zeitz
813. *HARMAN*, Michael Mauser
814. *Harpoon Therapeutics*, Gerald McMahon
815. *Harvard Business Publishing*, Josh Macht
816. *Hasbro, Inc.*, Brian Goldner
817. *The Haskell Company*, Jim O'Leary
818. *Headspring*, Dustin Wells
819. *Herrmann International*, Karim Morgan Nehdi
820. *The Hartford*, Christopher J. Swift
821. *Harvard Pilgrim Health Care*, Michael Carson
822. *Have Her Back Consulting*, Pamela Culpepper, Caroline Dettman, Erin Gallagher, Founding Partners
823. *Havi*, Russ Smyth
824. *HBK CPAs and Consultants*, Christopher M. Allegretti
825. *HCL Technologies*, C Vijayakumar
826. *HealthHive*, Stephen Farber
827. *HealthScape Lifesciences*, Helene D. Clayton-Jeter
828. *Health Partners*, Andrea M. Walsh
829. *Heitman, LLP*, Maury Tognarelli
830. *Helmerich & Payne, Inc.*, John W. Lindsay
831. *Henderson Engineers*, Rich Smith
832. *Henry Ford Health System*, Wright L. Lassiter III
833. *Hepalink*, Frank Sun
834. *Herbalife Nutrition*, John Agwunobi
835. *Herbein + Company Inc*, David W. Stonesifer
836. *Herman Miller, Inc.*, Andi Owen
837. *Hersha Hotels and Resorts*, Jay Shah
838. *The Hershey Company*, Michele Buck
839. *Hershey Entertainment & Resorts*, John Lawn
840. *The Hertz Corporation*, Paul Stone
841. *Hewlett Packard Enterprise*, Antonio Neri
842. *Hexion Inc.*, Craig A. Rogerson
843. *Highmark Health*, David L. Holmberg
844. *Hillrom*, John Groetelaars
845. *Hinge Health*, Daniel Perez
846. *Hilton Worldwide*, Christopher J. Nassetta
847. *Hispanic Association of Colleges and Universities*, Antonio Flores
848. *Hispanic Association on Corporate Responsibility*, Cid Wilson
849. *Hitachi Solutions America*, Tom Galambos
850. *HLB International*, Marco Donzelli
851. *HNI Corporation*, Jeffrey Lorenger
852. *Hollister Incorporated*, George Maliekal
853. *Hollister Staffing*, Kip Hollister
854. *Holthouse Carlin & Van Trigt LLP*, Philip J. Holthouse
855. *HP Inc.*, Enrique Lores
856. *The Home Depot*, Craig Menear
857. *home kloud*, Sachin Latawa
858. *Horace Mann*, Marita Zuraitis
859. *Horizon Blue Cross Blue Shield of New Jersey*, Gary D. St. Hilaire
860. *Horizon Therapeutics*, Timothy P. Walbert
861. *Horizons for Homeless Children*, Kate Barrand
862. *Host Hotels*, James F. Risoleo
863. *Houghton Mifflin Harcourt*, Jack Lynch
864. *Houlihan Lokey*, Scott Beiser
865. *Houston Grand Opera*, Perryn Leech
866. *The Howard Hughes Corporation*, David R O'Reilly
867. *Howard University*, Wayne A.I. Frederic
868. *HR Source*, Mary Lynn Fayoumi
869. *HSBC*, Patrick J. Burke
870. *Hudson Pacific Properties, Inc.*, Victor Coleman
871. *Human Services Research Institute*, David Hughes, Ph.D.
872. *Humana*, Bruce Broussard
873. *Humu*, Laszlo Bock
874. *Hummingbird Search Partners*, Jessie Qian
875. *Hunt A Killer*, Ryan Hogan
876. *Huntington Bank*, Steve Steinour
877. *Huntington Ingalls Industries*, Mike Petters
878. *Hyatt Hotel Corporation*, Mark Hoplamazian
879. *Hygge Capital Partners*, Adam Miller
880. *Hyland*, Bill Primer
881. *Hypertherm, Inc*, Evan Smith
882. *IAA*, John W. Kett
883. *IAC*, Joey Levin
884. *IAC Applications*, Tim Allen
885. *IBM*, Ginni Rometty
886. *ICF*, John Wasson
887. *iCIMS, Inc.*, Steve Lucas
888. *ICMA-RC*, Lynne Ford
889. *iD Tech*, Pete Ingram-Cauchie
890. *IDEAS xLab*, Josh Miller
891. *Idelic*, Nick Bartel and Hayden Cardiff
892. *IDOC*, David S. Brown
893. *Income Research + Management*, William A. O'Malley
894. *IHS Markit*, Lance Uggl
895. *IKEA US*, Javier Quiñones
896. *Illinois CPA Society*, Todd Shapiro

897. *Illinois Tool Works Inc.*, E. Scott Santi
898. *Illumina*, Francis deSouza
899. *ImmunoPrecise Antibodies Ltd*, Jennifer Bath
900. *Impact100 Council*, Wendy H. Steele
901. *Impossible Foods*, Dr. Patrick Brown
902. *Implus LLC*, Michael Polk
903. *InCheck*, Andy Gallion
904. *Incubeta US*, John Cawdery
905. *Indiana CPA Society*, Jennifer B. Briggs
906. *Infectious Diseases Society of America*, Christopher D. Busky
907. *Information Technology Senior Management Forum*, Viola Thompson
908. *Inforum*, Terry Barclay
909. *Infoblox*, Jesper Andersen
910. *Ingersoll Rand*
911. *Ingredion*, Ilene Gordon
912. *InnerWorkings*, Rich Stoddart
913. *INROADS, Inc.*, Forest T. Harper Jr.
914. *INSIGHT Into Diversity*, Holly Mandelson
915. *Institute for Corporate Productivity*, Kevin Oakes
916. *Institute of Food Technologists*, Christie A. Tarantino-Dean
917. *Institute of Internal Auditors*, Anthony J. Pugliese
918. *Insured Retirement Institute*, Wayne Chopus
919. *Integer Holdings*, Joe Dziedzic
920. *Integra Life Sciences*, Peter J. Arduini
921. *Integral*, Ethan McCarty
922. *Intel Corporation*, Bob Swan
923. *IntelliPro Group*, Yisu Jin
924. *InterContinental Hotels Group*, Keith Barr
925. *International Council of Shopping Centers*, Tom McGee
926. *International Flavors & Fragrances, Inc.*, Andreas Fibig
927. *International Youth Foundation*, Susan Reichle
928. *Intertape Polymer Group*, Greg Yull
929. *Interpublic Group*, Michael Roth
930. *Intren LLC*, Sherina Maye Edwards
931. *Intuit*, Sasan Goodarzi
932. *Invesco Ltd.*, Martin L. Flanagan
933. *Investcorp Investments International*, Mohammed Mahfoodh Alardhi
934. *Investments & Wealth Institute*, Sean R. Walters
935. *Investors Community Bank*, Tim Shneider
936. *Iowa Society of CPAs*, Cynthia S. Adams
937. *iRobot*, Colin Angle
938. *ISN*, Joseph Eastin
939. *ISO New England Inc.*, Gordon Van Welie
940. *IStar*, Jay Sugarman
941. *Iterable, Inc.*, Justin Zhu
942. *ITT Inc.*, Luca Savi
943. *Ivy Rehab*, Michael A. Rucker
944. *Jack Henry & Associates, Inc.*, David Foss
945. *Jack in the Box, Inc.*, Lenny Comma
946. *Jackson*, Michael Falcon
947. *Jackson Lewis P.C.*, Kevin Lauri
948. *James Madison University*, Jonathan R. Alger
949. *Janney Montgomery Scott LLC*, Timothy Scheve
950. *Janus Henderson Investors*, Richard Weil
951. *Jarrow/Natrol*, Ojesh Bhalla
952. *JazzHR*, Peter T. Lamson
953. *JBG Smith*, W. Matt Kelly
954. *J. C. Penney*, Jill Soltau
955. *JE Dunn Construction Company*, Gordon Lansford
956. *Jenoptik North America, Inc.*, Jay Kumler
957. *JLL Americas*, Greg O'Brien
958. *J.D. Power & Associates*, Dave Habiger
959. *J.M. Huber Corporation*, Michael L. Marberry
960. *The J.M. Smucker Co.*, Mark T. Smucker
961. *Jitterbit, Inc.*, George Gallegos
962. *Jobcase*, Fred Goff
963. *JOHANSON & YAU*, David R. Davis CPA/PFS
964. *John Hancock*, Marianne Harrison
965. *John Wiley & Sons*, Brian Napack
966. *Johnson & Johnson*, Alex Gorsky
967. *Johnson Controls International plc*, George R. Oliver
968. *Johnson Lambert LLP*, John M. Prescott
969. *JP Morgan Chase & Co.*, Jamie Dimon
970. *The Judge Group*, Marty Judge
971. *Jumpstart for Young Children*, Naila Bolus
972. *Juniper Networks*, Rami Rahim
973. *Kahane & Associates, P.A.*, Robert S. Kahane, Esq.
974. *Kaiser Permanente*, -
975. *The Kaleidoscope Group, LLC*, Doug Harris
976. *Kanarys, Inc.*, Mandy Price
977. *Kathy's House*, Patricia Metropulos
978. *Katten Muchin Rosenman LLP*, Noah S. Heller
979. *Katz, Sapper & Miller*, Davis Resnick
980. *Kaufman Rossin*, Blain L. Heckaman
981. *KBI Global Investors*, Sean Hawkshaw
982. *Keiter*, Gary G. Wallace
983. *Kellogg Company*, Steve Cahillane
984. *Kelly*, Peter Quigley
985. *Kentucky Performing Arts*, Kimberly Baker
986. *KeyBank*, Christopher M. Gorman
987. *Keysight Technologies, Inc.*, Ron Nersesian
988. *Kilpatrick Townsend & Stockton LLP*, Henry Walker
989. *Kimberly-Clark Corporation*, Mike Hsu
990. *KIMCO Realty Corporation*, Conor Flynn
991. *Kin + Carta*, John Schwan

992. Kin + Carta, John SchwanKindeva Drug Delivery, Aaron Mann
993. K&L Gates, James Segerdahl
994. Kinetic Communities Consulting, Daphany Rose Sanchez
995. Kindred Healthcare, Ben Breier
996. King's College, Reverend John J. Ryan
997. KKR, George R. Roberts, Henry R. Kravis
998. Knoll, Inc., Andrew B. Cogan
999. KnowBe4, Stu Sjouwerman
1000. Knowles Corporation, Jeffrey Nieu
1001. Kohl's, Michelle Gass
1002. Kopka Pinkus Dolin, Bob Kopka
1003. KPMG, Paul Knopp\*
1004. Krause Group, Kyle J. Krause
1005. Kreischer Miller, Chris Meshginpoosh
1006. Kroger, Rodney McMullen
1007. Krost CPAs, Gregory A. Kniss
1008. KSCPA, Natasha Schamberger, CPA
1009. L3Harris Technologies, Christopher E. Kubasik
1010. La-Z-Boy Incorporated, Melinda Whittington
1011. LabCorp, Adam H. Schechter
1012. Ladies Professional Golf Association, Michael Whan
1013. Land O'Lakes, Inc., Beth E. Ford
1014. Landmark Life Insurance Co, Thomas Munson
1015. Lasell Village, Anne Doyle
1016. Latham & Watkins LLP, Richard M. Trobman
1017. Lathrop Gage LLP, Cameron Garrison
1018. Lazard Ltd, Kenneth M. Jacobs
1019. L Catterton, J. Michael Chu and Scott Dahnke
1020. LCS, Joel D Nelson
1021. Le Moyne College, Linda M. LeMura
1022. Lead Bank, Joshua C. Rowland
1023. LEAD360, Dr. Eric Wynstin Walton
1024. Leadership Education for Asian Pacifics, Inc. (LEAP), Linda Akutagawa
1025. Lear Corporation, Raymond E. Scott
1026. Legg Mason Global Asset Management, Joe Sullivan
1027. Legility, Barry Dark
1028. Legrand North & Central America, John Selldorff
1029. Lehigh University, John D. Simon
1030. Leidos, Roger Krone
1031. Lehigh Valley Health Network, Brian Nester, DO
1032. LendingHome, Michael Bourque
1033. Lennox International, Inc., Todd Bluedorn
1034. LEO Pharma Inc., Chris Posner
1035. Levi Strauss & Co, Chip Bergh
1036. Lexitas, Gary Buckland
1037. LGA, LLP, John D. Geraci
1038. Libbey Inc, Michael Bauer
1039. Liberty Latin America, Balan Nair
1040. Liberty Mutual Insurance Group, David H. Long
1041. Lifebanc, Gordon R. Bowen
1042. Lifespan, Timothy J. Babineau, MD
1043. Life Cycle Engineering, Bob Fei
1044. Limbix, Ben Lewis
1045. Limeade, Henry Albrecht
1046. LINC, Donna R. Cornelius
1047. Lincoln Electric, Christopher L. Mapes
1048. Lincoln Financial Group, Dennis R. Glass
1049. Linkage, Inc., Jennifer McCollum
1050. Literacy Pittsburgh, Carey Harris
1051. Littelfuse Inc., David W. Heinzmann
1052. LiveRamp Holdings, Scott Howe
1053. LL Global, David Levenson
1054. LGA CPAs and Business Providers, John D. Geraci
1055. Locke Lord LLP, David Taylor
1056. Lockheed Martin, -
1057. Lockton Companies, LLC, Peter F. Clune, III
1058. Logitech Intl., Bracken P. Darrell
1059. Logix Fiber Networks, Craig Collins
1060. Longroad Energy, Paul Gaynor
1061. L'Oreal USA, Frédéric Rozé
1062. Loqules, Jai Al-Attas
1063. Lowe's Companies, Inc., Marvin Ellison
1064. The Lubrizol Corporation, Eric Schnur
1065. LunarLab, Elizabeth Anderson
1066. Lundberg & Associates, PC, Brigham J. Lundberg
1067. Lumency, Ian Malcolm
1068. Lumeri, Lucina Hanover
1069. Lumin Digital, Jeff Chambers
1070. M Financial Group, Westley V. Thompson
1071. M. Holland Company, Edward Holland
1072. Macan Deve Engineers, DPC, Donna Hager
1073. The Macerich Company, Tom O'Hern
1074. Mackie Wolf Zientz & Mann, P.C., Landon Keller Mackie
1075. Macy's, Jeff Gennette
1076. Madison College, Dr. Jack E. Daniels III
1077. Madison International Realty, Ronald Dickerman
1078. Main Line Health, Jack Lynch
1079. Major League Baseball, Rob Manfred
1080. Make-A-Wish International, Luciano Manzo
1081. Management Leadership for Tomorrow, John Rice
1082. ManpowerGroup, Jonas Prising
1083. Marcum LLP, Jeffrey M. Weiner
1084. Marcus Thomas LLC, Jim Nash
1085. Marist College, David Yellen
1086. Marriott International, Arne Sorenson
1087. Mars, Incorporated, Grant Reid

1088. *Marsh & McLennan Companies, Daniel S. Glaser*
1089. *Mary Free Bed Rehabilitation Hospital, Kent Riddle*
1090. *M&T Bank, Rene F. Jones*
1091. *March of Dimes, Stacey D. Stewart*
1092. *Maryland Association of CPAs and Business Learning Institute, Tom Hood*
1093. *Masco Corporation, Keith J. Allman*
1094. *Mascoma Bank, Clayton R Adams*
1095. *Massachusetts Business Roundtable, JD Chesloff*
1096. *Massachusetts Society of CPAs, Amy A. Pitter*
1097. *MassMutual, Roger Crandall*
1098. *Mastercard, Ajay Banga*
1099. *Mathematica, Paul T. Decker*
1100. *Matrix Service Company, John R. Hewitt*
1101. *Matrix Technologies, Inc, David Blaida*
1102. *Mattel Inc., Ynon Kreiz*
1103. *Mattingly Solutions, Victoria Mattingly*
1104. *Maxim Healthcare Services, Bill Butz*
1105. *Maximus, Bruce L. Caswell*
1106. *Maxwell, Adriana Cisneros Basulto*
1107. *Mazars USA, LLP, Victor Wahba*
1108. *Mazuma Credit Union, Deonne Christensen*
1109. *MBMG, Bruce Dennler*
1110. *McAfee, Chris Young*
1111. *McCownGordon Construction, Ramin Cherafat*
1112. *McDermott, David Dickson*
1113. *McDonald's, Chris Kempczinski*
1114. *McGraw Hill, Simon Allen*
1115. *McKesson Corporation. Brian S. Tyler*
1116. *McKinley Advisors, Jay Younger*
1117. *McKinsey & Company, Liz Hilton Segel*
1118. *McLane Middleton Professional Association, Cathleen A. Schmidt*
1119. *MCM CPAs & Advisors, Brad Smith*
1120. *McVeigh and Mangum Engineering, Scott Campagna*
1121. *MDA Leadership, Scott E. Nelson*
1122. *MDC Partners, Mark Penn*
1123. *MedChi, The Maryland State Medical Society, Gene Ransom, III*
1124. *Medallia, Leslie Stretch*
1125. *Medical Mutual, Rick Chiricosta*
1126. *Medica, John Naylor*
1127. *Medidata, Tarek Sherif*
1128. *Medtronic, Omar Ishra*
1129. *Meijer, Inc., Rick Keyes*
1130. *Meketa Investment Group, Inc., Stephen McCourt & Peter Woolley*
1131. *MemorialCare Health System, Barry S. Arbuckle, PhD*
1132. *Menasha Corporation, James Kotek*
1133. *Mentor, David Shapiro*
1134. *Mercedes-Benz U.S. International, Inc., Michael Goebel*
1135. *Merck, Ken Frazier*
1136. *Meredith Corporation, Tom Harty*
1137. *Mesirow Financial, Richard S. Price*
1138. *MetLife, Michel Khalaf*
1139. *Metro Atlanta Chamber, Katie Kirkpatrick*
1140. *The MetroHealth System, Akram Boutros, MDMFH*
1141. *MFHA, Gerry Fernandez*
1142. *Miami University (Ohio), Dr. Gregory P. Crawford*
1143. *Michelin NA, Alexis Garcin*
1144. *Michelman, Steven J. Shifman*
1145. *Micron Technology, Inc., Sanjay Mehrotra*
1146. *Miles & Stockbridge, Nancy Green*
1147. *Milliken & Company, Halsey M. Cook*
1148. *Minnesota Wild, Craig L. Leipold*
1149. *Minor League Baseball, Pat O'Conner*
1150. *Mizuho Securities USA LLC, Jerry Rizzieri*
1151. *Mobility Credit Union, Ron Perry*
1152. *Modern Energy, Mark J. Laabs*
1153. *Moderna, Stephane Bancel*
1154. *The MITRE Corporation, Dr. Jason Providakes*
1155. *Molina Healthcare, Inc., Joseph M. Zubretsky*
1156. *Molson Coors Beverage Company, Gavin Hattersley*
1157. *Mondelēz International, Dirk Van de Put*
1158. *Money Management Institute, Craig D. Pfeiffer*
1159. *Montefiore St. Luke's Cornwall, Joan Cusack-McGuirk*
1160. *Moody's, Raymond McDaniel Jr.*
1161. *Moravian College, Bryon L. Grigsby*
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1163. *Morgan Stanley, James P. Gorman*
1164. *Morgan State University, Dr. David Wilson*
1165. *Morneau Shepell, Stephen Liptrap*
1166. *Morningstar, Kunal Kapoor*
1167. *Mortenson, Dan Johnson*
1168. *Mortgage Bankers Association, Bob Broeksmit*
1169. *Mortgage Guaranty Insurance Corporation, Tim Mattke*
1170. *Motorola Solutions, Inc, Greg Brown*
1171. *Moss Adams, Christopher G. Schmidt*
1172. *Mount Mary University, Christine Pharr*
1173. *Movado Group Inc., Efraim Grinberg*
1174. *Mr. Cooper Group, Jay Bray*
1175. *MSC Industrial Supply, Erik Gershwind*
1176. *MSX International, Fred Minturn*
1177. *Multiverse, Euan Blair*

1178. *Municipal Securities Rulemaking Board*, Mark Kim
1179. *Munich American Reassurance Company*, Marc-Andre Giguere
1180. *Mutual of Omaha*, James Blackledge
1181. *My Gym Enterprises*, Cory Bertisch
1182. *My Gym Foundation*, Aleah Whaley
1183. *N.S. International, Ltd.*, Norio Minato
1184. *National Association of Black Accountants, Inc.*, Guylaine Saint Juste
1185. *National Association of Boards of Pharmacy*, Lemrey "Al" Carter
1186. *National Association of Colleges and Employers*, Shawn VanDerziel
1187. *National Association of Manufacturers*, Jay Timmons
1188. *National Association of Insurance and Financial Advisors*, Kevin M. Mayeux
1189. *National Association of Social Workers*, Angelo McClain
1190. *National Bank Holdings Corporation*, Tim Laney
1191. *National Basketball Association*, Adam Silver
1192. *National Center for Women & Information Technology*, Lucy Sanders
1193. *National Down Syndrome Society*, Kandi Pickard
1194. *The National GEM Consortium*, Brennon Marcano
1195. *National Grid PLC*, John Pettigrew
1196. *National HBCU Business Deans Roundtable*, Dean Fikru Boghossian
1197. *National Life Group*, Mehran Assadi
1198. *National Multiple Sclerosis Society*, Cyndi Zagieboylo
1199. *National Organization on Disability*, Carol Glazer
1200. *National Retail Federation*, Matthew Shay
1201. *National Vision, Inc*, Reade Fahs
1202. *Nationwide*, Kirt A. Walker
1203. *Navigant*, Julie Howard
1204. *Navistar International Corporation*, Periso V. Lisboa
1205. *NCCI*, Bill Donnell
1206. *NCR Corporation*, Michael D. Hayford
1207. *Nearpod Inc.*, Jose Carrera
1208. *Neenah*, Julie Schertell
1209. *NEPC*, Michael P. Manning
1210. *Nest*, Rebecca van Bergen
1211. *NetApp*, George Kurian
1212. *Netflix Inc.*, Reed Hastings
1213. *New Belgium Brewing*, Steve Fechheimer
1214. *NewCo*, John Battelle
1215. *Newell Brands*, Ravi Saligram
1216. *NETGEAR*, Patrick Lo
1217. *Network of Executive Women*, Sarah Alter
1218. *Neuberger Berman*, George H. Walker
1219. *Neustar, Inc.*, Charles E. Gottdiener
1220. *Nevada Mining Association*, Tyre L. Gray, Esq.
1221. *Nevada Society of CPAs*, Anna Durst
1222. *New Jersey Society of CPAs*, Ralph Albert Thomas
1223. *New North, Inc.*, Barb LaMue
1224. *New York Community Bancorp, Inc*, Thomas Cangemi
1225. *New York State Society of CPAs*, Joanne S. Barry
1226. *New York Life*, Ted Mathas\*
1227. *NYS Minorities in Criminal Justice Inc.*, Dawn Butler
1228. *The New York Times Company*, Mark Thompson
1229. *Nexamp*, Zaid Ashai
1230. *NI (National Instruments)*, Eric Starkloff
1231. *Nielsen*, David W. Kenny
1232. *Nika White Consulting*, Nika White
1233. *NiSource*, Joe Hamrock
1234. *Nixon Peabody LLP*, Stephen Zubiago
1235. *Noodles & Company*, Dave Boennighausen
1236. *NORC at the University of Chicago*, Dan Gaylin
1237. *Nordson Corporation*, Sundaram Nagarajan (Naga)
1238. *Nordstrom*, Erik Nordstrom
1239. *Norfolk Southern*, James A. Squires
1240. *North Carolina Association of CPAs*, Sharon Bryson
1241. *North Country Business Products*, Jim Freed
1242. *North Eastern Junior College*, Jay A. Lee
1243. *Northeast Planning Group Inc.*, Riaz A. Khokhar, LUTCF
1244. *Northern Illinois*, Lisa C. Freeman
1245. *Northampton Community College*, Dr. Mark H. Erickson
1246. *North Highland*, Daniel Reardon
1247. *Northern Trust Corporation*, Michael O'Grady
1248. *Northrop Grumman*, Kathy Warden
1249. *Northeast Wisconsin Technical College*, Dr. H. Jeffrey Rafn
1250. *Northstar Travel Media, LLC*, Thomas Kemp
1251. *Northwell Health*, Michael Dowling
1252. *Northwestern Mutual*, John Schlifske
1253. *Novant Health*, Carl Armato
1254. *NPower*, Bertina Ceccarelli
1255. *NRG Energy*, Mauricio Gutierrez
1256. *NSF International*, Kevan P. Lawlor
1257. *Nuance Communications*, Mark Benjamin
1258. *Numly, Inc*, Madhukar Govindaraju
1259. *nVent Electric, plc*, Beth Wozniak



1260. O'Connor & Drew P.C., Mark Dow
1261. Oaktree Capital Management, Jay Wintrob
1262. Oatey Co., Neal R. Restivo
1263. Obagi, Jaime Castle
1264. OceanFirst Bank, Christopher Maher
1265. Ocwen Financial Corporation, Glen A. Messina
1266. Ohio University, M. Duane Nellis
1267. OhioHealth, Dr. Stephen Markovich
1268. OHM Advisors, John J. Hiltz
1269. Oklahoma City Thunder, Clayton I. Bennett
1270. Oklahoma State University, V. Burns Hargis
1271. Okta Inc., Todd McKinnon
1272. Ohio Society of Association Executives, Jarrod A. Clabaugh, CAE
1273. The Ohio Society of Certified Public Accountants, Scott D. Wiley
1274. The Ohio State University, Michael V. Drake
1275. Olumo, Robert, Brown
1276. Olympus Corporation of the Americas, Nacho Abia
1277. Omega Healthcare Investors, Inc, Taylor Pickett
1278. Omnicom Group, John Wren
1279. Oncor, Allen Nye
1280. The One Club for Creativity Inc., Kevin Swanepoel
1281. One To World, Jen Clarke
1282. OneAmerica, J. Scott Davison
1283. Ontario Systems, LLC, Tim O'Brien
1284. The Optical Society, Elizabeth A. Rogan
1285. Oregon State University, Edward Ray
1286. Organon, Kevin Ali
1287. Origami Rehabilitation, Tammy Hannah
1288. Orrick, Herrington & Sutcliffe, LLP, Mitch Zuklie
1289. Oshkosh Corporation, John C. Pfeifer
1290. Out Athlete Fund, Alejandro Soejarto
1291. Out Leadership, Todd Sears
1292. Overland-Tandberg, Eric Kelly
1293. Owens Corning, Brian Chambers
1294. Oxford Development Company, Steven Guy
1295. Pace University, Marvin Krislov
1296. Pacific Life, James T. Morris
1297. Pacific Rim Capital, Inc., Marc Mills
1298. Palo Alto Networks, Nikesh Arora
1299. Pan-American Life Insurance Group, José S. Suquet
1300. Pan-Mass Challenge, Billy Starr
1301. Pancreatic Cancer Action Network, Julie Fleshman
1302. Papa John's, Rob Lynch
1303. Parata, Rob Kill
1304. Parchment, Matthew Pittinsky
1305. Panduit, Dennis Renaud
1306. Parent Engagement Network, Paula Nelson
1307. Parity Health Information & Technology, Iris P. Frye
1308. Park Hotels & Resorts, Thomas J. Baltimore, Jr.
1309. Park University, Greg Gunderson
1310. Parthenon Management Group, Sarah S. Timm, CAE, CMP-HC
1311. Participant Media, David Linde
1312. Partners Capital Investment Group, LLP, Arjun Raghavan
1313. Partners HealthCare, Anne Klibanski, MD
1314. Patient Care Coordination, Paul Rimar
1315. Paul Hastings LLP, Seth Zachary
1316. Paul, Weiss, Rifkind, Wharton & Garrison LLP, Brad S. Karp
1317. Paychex, Inc., Martin Mucci
1318. Paycor, Inc, Raul Villar Jr.
1319. PayPal, Dan Schulman
1320. PBMares LLC, Harvey L. Johnson
1321. PCMA, JC Scott
1322. MI-GSO | PCUBED, Dermot Brannock
1323. Peabody, Glenn Kellow
1324. Peakon, Phil Chambers
1325. Peapod Digital Labs, JJ Fleeman
1326. Pearson, Andy Bird
1327. Pella Corporation, W. Timothy Yaggi
1328. Peloton, John Foley
1329. Peninsula Family Service, Heather Cleary
1330. The Penn Mutual Life Insurance Company, Eileen C. McDonnell
1331. Penn National Insurance, Robert B Brandon
1332. The Pennsylvania State University, Eric J. Barron
1333. The Pittsburgh Promise, Saleem Ghubril
1334. Pentair, John Stauch
1335. Penn State Health, Stephen M. Massini
1336. Penn State Erie, The Behrend College, Ralph M. Ford
1337. PepsiCo, Inc., Ramon Laguarta
1338. Perdue Farms, Randy Day
1339. Performance Contracting Group, William P. Massey
1340. Per Scholas, Plinio Ayala
1341. Petco, Ron Coughlin
1342. Pfizer Inc., Dr. Albert Bourla
1343. PFM, John H Bonow
1344. PFSweb, Mike Willoughby
1345. PGA of America, Seth Waugh
1346. PGA TOUR, Jay Monahan
1347. PG&E Corporation, Patti K Poppe
1348. Pharmaceutical Research and Manufacturers of America (PhRMA), Stephen Ubl
1349. Phathom Pharmaceuticals, Terrie Curran

1350. Philadelphia Bar Association, A. Michael Snyder
1351. Philadelphia Union, Tim McDermott
1352. Physicians Mutual, Rob Reed
1353. Pikes Peak Community College, Lance Bolton
1354. PIMCO, Emmanuel Roman
1355. Pinpoint Pharma LLC, Jason Dodge
1356. Pioneer Management Consulting, Molly Koenen
1357. Pipeline Equity, Katica Roy
1358. Pipeworks Studio, Lindsay Gupton
1359. Pittsburgh Pirates, Robert M. Nutting
1360. Pittsburgh Symphony Orchestra, Melia Tourangeau
1361. Pivot Interiors, Inc., Ken Baugh
1362. Plante Moran, James Proppe
1363. Playa Hotels and Resorts, Bruce D. Wardinski
1364. Ping Identity, Andre Durand
1365. Piper Sandler, Chad Abraham
1366. Pluralsight, Aaron Skonnard
1367. Placers, Chris Burkhard
1368. Point B, Mike Pongon
1369. Polaris, Mike Speetzen
1370. Portfolio Creative, Kristen Harris
1371. Portland General Electric, Maria Pope
1372. Poshmark Inc., Manish Chandra
1373. Post Acute Medical, Anthony F. Misitano
1374. Pray & Company, Rhonda Zuraff
1375. PPG, Michael McGarry
1376. PPL Corporation, Vincent Sorgi
1377. PR Council, Kim Sample
1378. Precision Medicine Group, Mark Clein
1379. Prelude Systems, Inc. D/B/A DemandBlue, Kiran Babu Chandra
1380. Premier, Inc., Michael J. Alkire
1381. Presbyterian Healthcare Services, Dale Maxwell
1382. Prevent Blindness, Jeff Todd
1383. Prevent Child Abuse New Jersey, Rush L. Russell
1384. Primary Stages, Shane Hudson
1385. PRIMEGLOBAL, STEPHEN HEATHCOTE
1386. Prime Automotive Group, Todd R. Skelton
1387. Prime Therapeutics, Kenneth H. Paulus
1388. PrincetonOne, David E. Campeas
1389. Principal Financial Group
1390. PrizeLogic, Ryan LaMirand
1391. Pro Unlimited, Inc and Right Sourcing, Inc., Kevin Akeroyd
1392. Procore, Tooey Courtemanche
1393. Procter & Gamble, David Taylor\*
1394. Prologis, Hamid R. Moghadam
1395. Protenus, Nick Culbertson
1396. ProTitle USA, Alex Goldousky
1397. Progressive, Tricia Griffith
1398. Prospect 33, Thomas R. Spouse
1399. ProMedica, Randy Oostra
1400. Protective Life Corporation, Rich Bielen
1401. Proterra, Jack Allen
1402. Protiviti, Joseph A. Tarantino
1403. Provenance Wealth Advisors, Eric Zeitlin
1404. Providence College, Rev. Brian J. Shanley, O.P.
1405. Prudential, Charles F. Lowrey, Jr.
1406. PSEG, Ralph Izzo
1407. PTC, James E. Heppelmann
1408. Publicis Groupe, Arthur Sadoun
1409. PUMA North America, Robert Phillion
1410. Puppet, Inc., Yvonne Wassenaar
1411. PureCars, Jeremy Anspach
1412. PURE Group of Insurance Companies, Ross J. Buchmueller
1413. Pure Romance LLC, Chris Cicchinelli
1414. PVH, Emanuel Chirico
1415. PwC, Tim Ryan\*
1416. QAD Inc., Anton Chilton
1417. QBE North America, Todd Jones
1418. QIAGEN N.V., Thierry Bernard
1419. Quadient, Geoffrey Godet
1420. Qualcomm Incorporated, Steve Mollenkopf
1421. Quantum Workplace, Greg Harris
1422. Quartz Health Solutions, Inc., Mark J. Selna, MD
1423. QualTek, Scott Hisey
1424. Queens College CUNY, Felix V. Matos Rodriguez
1425. Quick Base, Ed Jennings
1426. Quicken Loans, Jay Farner
1427. Qurate Retail Group, Mike George
1428. R1 RCM Inc., Joseph Flanagan
1429. Rabobank, Paul Beiboer
1430. Ramirez Asset Management, Inc., Samuel A Ramirez Jr.
1431. Ranken Technical College, Don Pohl
1432. Rockland Trust Company, Christopher Oddleifson
1433. Radian Group, Inc., Rick Thornberry
1434. Radial, a bPost Company, Ilias Simpson
1435. Ralph Lauren Corporation, Patrice Louvet
1436. RAND Corporation, Michael D. Rich
1437. Randstad North America, Karen Fichuk
1438. Rapid7, Corey Thomas
1439. The Raymond Group, Travis Winsor
1440. Raymond James Financial, Paul C. Reilly
1441. Raytheon Technologies, Gregory J. Hayes
1442. RBC Capital Markets, LLC, John Thurlow
1443. Realogy, Ryan M. Schneider
1444. ReBoot Accel, Diane Flynn
1445. ReeceNichols Real Estate, Mike Frazier
1446. Red Ventures, Ric Elias, Co-Founder

1447. Red Wing Shoe Company, Mark. C. Urdahl
1448. REECE ENTERPRISES FAMILY MEDIA COMPANY, Terry Reece
1449. Reed Smith LLP, Sandy Thomas
1450. Regal Beloit Corporation, Louis V. Pinkham
1451. Regency Centers, Lisa Palmer
1452. Regions Bank, John M. Turner, Jr.
1453. Reinsurance Group of America Inc., Anna Manning
1454. Renewable Energy Buyers Alliance (REBA), Miranda AA Ballentine
1455. Republic Services, Donald W. Slager
1456. Retail Business Services, Roger Wheeler
1457. RevGen Partners, Inc., Kirk Mielenz
1458. Reynolds American, Guy Meldrum
1459. RHR International LLP, Dante Capitano
1460. Ripple Effect, Amy Bielski
1461. Ripple Foods, Laura Flanagan
1462. Riverbed Technology, Inc., Rich McBee
1463. RKL LLP, Ed Monborne
1464. Robert Half International, M. Keith Waddell & Paul F. Gentzkow
1465. Robert Morris University, President Chris Howard, D.Phil.
1466. Rocket Software, Andrew J Youniss
1467. Rockwell Automation, Blake Moret
1468. Roofstock, Inc., Gary Beasley
1469. Roosevelt Management Company, Jeffrey Toll
1470. Rosendin Electric, Inc. Mike Greenawalt
1471. Rosetta Stone, John Hass
1472. Roivant Sciences, Matthew Gline
1473. Royal Caribbean Group, Richard D. Fain
1474. Royal Neighbors of America, Cynthia A. Tidwell
1475. The Royster Group, Ken R. Taunton
1476. RRD, Daniel Knotts
1477. RSM US LLP, Joe Adams
1478. Rubicon, Nate Morris
1479. Russell Reynolds Associates, Clarke Murphy
1480. Rutgers The State University of NJ, Jonathan Holloway
1481. Rush University Medical Center, Dr. Omar Lateef
1482. RXR Realty, Scott Rechler
1483. Ryan Companies, Brian C. Murray
1484. RWLBarnabas Health, Barry H. Ostrowsky
1485. Saicon, Ramesh Lokre
1486. Saint Louis University, Fred P. Pestello, Ph. D.
1487. Saint Michael's College, Lorraine Sterritt
1488. SABIC, Americas, Gregory A. Adams
1489. SBA Communications, Jeff Stoops
1490. SailPoint, Mark McClain
1491. Saks OFF 5TH, Paige Thomas
1492. Salesforce, Marc Benioff
1493. Sally Beauty Holdings, Inc., Chris Brickman
1494. Salo, LLC, Amy Langer
1495. Sanofi North America, Bill Sibold
1496. Sage, Stephen Kelly
1497. Salary Finance, Asesh Sarkar
1498. Sapien Insights Group, Susan R. Richards
1499. SAS, Jim Goodnight
1500. Saturday Morning Group, Keith Cartwright
1501. Sauce Labs, Aled Miles
1502. Savills, Mitchell E. Rudin
1503. S&P Global, Douglas Peterson
1504. Schneider Downs, Steven D. Thompson and Timothy J. Hammer
1505. Schnitzer Steel Industries, Inc., Tamara L. Lundgren
1506. School Nutrition Association, Patricia Montague
1507. Schreiber Foods, Inc., Ron Dunford
1508. Seacoast Banking Corporation of Florida, Charles M. Shaffer
1509. Seagate Technology, Dr. Dave Mosley
1510. Sealed Air, Ted Doheny
1511. Seattle Children's Hospital, Jeff Sperring, MD
1512. Second Street, Matt Coen
1513. Secura, David. D. Gross
1514. Securian Financial, Chris Hilger
1515. Security Industry Association, Don Erickson
1516. Security National Life Insurance Company, Scott M. Quist
1517. The Select Group, George Karakostantis
1518. Sempra Energy, Jeffrey W. Martin
1519. Sensiba San Filippo LLP, John Sensiba
1520. SEO, William Goodloe
1521. Sepire, Michelle Steinberg
1522. Service Corporation International, Thomas L. Ryan
1523. Service Max, Neil Barua
1524. SGS & Co, Piyush Chaudhari
1525. The Sherwin-Williams Company, John G. Morikis
1526. Sheryl Sandberg & Dave Goldberg Family Foundation, Rachel Thomas
1527. Shook, Hardy & Bacon L.L.P., Madeleine McDonough
1528. Sidley Austin LLP, Michael J. Schmidtberger
1529. SIFMA, Kenneth E. Bentsen, Jr.
1530. Sikich LLP, Christopher L. Geier
1531. Silicon Valley Leadership Group, Ahmad Thomas
1532. SingerLewak, Jim Pitrat
1533. Siskin Hospital for Physical Rehabilitation, Matthew A Gibson, PhD, FACHE
1534. SITE Centers, David Lukes
1535. Sisters Place, Melissa Ferraro
1536. Sitetracker, Inc., Giuseppe Incitti
1537. Skoda Minotti, Gregory J. Skoda

1538. SkyWest, Russell A. (Chip) Childs
1539. Slalom Consulting LLC, Brad Jackson
1540. Smoothie King, Wan Kim
1541. Social Solutions, Erin Mulligan Nelson
1542. Society for Human Resource Management, Johnny C. Taylor, Jr.
1543. Society of Actuaries, Gregory W. Heidrich
1544. Socure, Tom Thimot
1545. Sodexo North America, Sarosh Mistry
1546. Sojern, Mark Rabe
1547. Sol-Up, Frank Rieger
1548. Solar Energy Industries Association, Abigail Ross Hopper
1549. The Solar Foundation, Andrea Luecke
1550. Solenis LLC, John Panichella
1551. Solid Foundation, Steven Wolfe
1552. SONIC, America's Drive-In, Clifford Hudson
1553. Sonoco, Howard Coker
1554. Sotera Health, LLC, Michael B. Petras, Jr.
1555. Southern Company, Tom Fanning
1556. Southern Illinois University System, Daniel Mahony
1557. Southern New Hampshire University, Paul LeBlanc
1558. Southwire Company, LLC, Rich Stinson
1559. Spark Creativer, Christophe Lloyd
1560. SPB Hospitality, Jim Mazany
1561. SPEAR Physical Therapy, Dan Rootenberg
1562. Special X, Jason Lehmbeck
1563. Spectrum Health, Christina Freese Decker
1564. Spekit, Melanie Fellay
1565. Spelman College, Mary Schmidt Campbell, Ph.D.
1566. Spencer Stuart, Benjamin F. Williams
1567. Spire Energy, Suzanne Sitherwood
1568. Spirit Realty, Jackson Hsieh
1569. Springboard Consulting LLC, Nadine O. Vogel
1570. Springfield College, Mary-Beth A. Cooper
1571. SPS Commerce, Archie Black
1572. SPX Corporation, Gene Lowe
1573. SRS Distribution, Inc., Daniel R. Tinker
1574. SSOE Group, Vicen Dipofi
1575. St. Bonaventure University, Dennis R. DePerro, Ed.D.
1576. Steelcase Inc., Jim Keane
1577. St. John's University, Dr. Conrado Gempesaw
1578. St. Louis Community College, Dr. Jeff L. Pittman
1579. St. Louis Convention and Visitors Commission, Kathleen M. Ratcliffe
1580. Staffing 360 Solutions, Inc., Brendan Flood
1581. STAG Industrial, Inc. Benjamin Butcher
1582. The Standard, J. Greg Ness
1583. Standard Beverage Corporation, Darrell Swank
1584. Standard Chartered Bank, Torry Bernsten
1585. Stanley Black & Decker, Jim Loree
1586. Stanley Consultants Inc., Kate Harris
1587. Stantec, Gord Johnston
1588. Staples Inc., -
1589. Star Legacy Foundation, Lindsey J. Wimmer
1590. Starkey, Brandon Sawalich
1591. Starlight Theatre Association of Kansas City, Inc., Richard Baker
1592. State Auto Insurance Companies, Michael LaRocco
1593. State Street, Ronald O'Hanley
1594. StateFarm, Michael L. Tipsord
1595. StepStone Group, Scott Hart
1596. Stericycle, Inc., Cindy Miller
1597. Stetson University, Christopher F. Roellke
1598. Stevens Institute of Technology, Nariman Farvardin
1599. Stinson, Mark Hinderks
1600. Stop & Shop, Gordon Reid
1601. Strategic Education, Inc., Kari McDonnell
1602. Stride, James Rhyu
1603. Structure Tone, James Donaghy
1604. Stryker, Kevin Lobo
1605. Substantial, Carey Jenkins
1606. Suffolk, John Fish
1607. Summit Health, Jeffrey Le Benger
1608. Sun Life U.S., Dan Fishbein, M.D
1609. Sunovion, Antony Loebel, M.D.
1610. SunPower Corporation, Peter Faricy
1611. Sunrun Inc., Lynn Jurich
1612. Sunstone Hotel Investors, Inc, John V. Arabia
1613. SUNY Geneseo, Denise A. Battles
1614. Super Coffee, Jim DeCicco
1615. Superior Industries, Majdi Abulaban
1616. SurveyMonkey, Zander Lurie
1617. Swisco, Paul Pallas
1618. Swiss Re, Jonathan Isherwood
1619. Symantec, Greg Clark
1620. Symetra Financial Corp., Margaret Mesiter
1621. Synchrony Financial, Margaret Keane
1622. Syneos Health, Alistair Macdonald
1623. Synpulse Management Consulting, Ingo Muschick
1624. Sysco, Kevin P. Hourican
1625. T&M Associates, Gary Dahms
1626. Talbots, Lizanne Kinder
1627. Talcott Resolution, Peter Sannizzaro
1628. Talend, Christal Bemont
1629. TALKE USA Inc., Richard Heath
1630. Tallo, Casey L. Welch
1631. Tanenbaum, Rev. Mark E. Fowler
1632. Tapestry, Inc., Joanne C. Crevoiserat
1633. Target Corporation, Brian Cornell
1634. Taylor Morrison, Sheryl Palmer

1635. TCF Financial Corporation, Thomas C. Shafer
1636. TD Bank, Bharat B. Masrani
1637. Tech Data Corporation, Rich Hume
1638. Tech Soft 3D, Ron Fritz
1639. TechnipFMC, Douglas J. Pferdehirt
1640. TE Connectivity, Terrence Curtin
1641. Teachers Credit Union, Waylon Peterson
1642. Team Rehabilitation, Scott Delcomyn
1643. Team Rubicon, Jake Wood
1644. TEKsystems, Jay Alvather
1645. Teladoc Health, Inc., Jason Gorevic
1646. TELEPHONE AND DATA SYSTEMS, INC.,  
LeRoy T. Carlson, Jr.
1647. Televerde, Morag Lucey
1648. TEMPO Milwaukee, Jennifer Dirks
1649. TEGNA Inc., Dave Lougee
1650. Teradata Corporation, Steve McMillan
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