REPRESENTING THE LEADING BRANDS IN RETAIL.

EXPLORE WHAT RILA HAS TO OFFER.

RETAIL INDUSTRY
LEADERS ASSOCIATION

WHO WE ARE

The Retail Industry Leaders Association (RILA) is the US trade association for retailers that have earned leadership status by virtue of their sales volume, innovation or aspiration. We convene decision-makers to collaborate and gain from each other's experience. We advance the industry through public-policy advocacy and education. And through research and thought leadership, we propel developments that foster both economic growth and sustainability. Our aim is bold but simple: to elevate a dynamic industry by transforming the environment in which retailers operate.

As the retail industry's advocate in Washington, RILA is a trusted source dedicated to telling the retail industry's story and informing lawmakers of the impact and consequences of the decisions they make. On the retail operations side, RILA provides a forum where members can conduct discussions aimed at understanding common operational practices, areas of concern and pragmatic solutions to problems. And our educational events are second to none.

RILA is structured to focus on core areas where retailers can network to make a difference.

- Asset Protection
- Finance
- Human Resources
- Legal & Compliance
- Public Policy & Advocacy
- Supply Chain
- Sustainability & Energy
- Technology & Innovation

WHAT WE BELIEVE:

- Retail is vital.
- Retail is ever-evolving.
- The customer experience is as important as the transaction.
- Collaboration makes retailers better competitors.
- We are our members.

The RILA Board, made up of a skilled and committed group of retail leaders, has worked tirelessly to do what is right for our employees, customers and the industry. I look forward to partnering with my peers to continue to shape the future of our industry."

— Corie Berry, Chief Executive Officer, Best Buy Co., Inc.

CHIEF EXECUTIVE OFFICERS

RILA'S BOARD OF DIRECTORS

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AutoZone

***Richard Keyes**
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President & Chief Executive Officer,
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Joel Anderson
Chief Executive Officer
Petco

Corie Barry
Immediate Past Chair
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Vusion

Shelley Bransten
Corporate Vice President
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Microsoft Corporation

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The Home Depot, Inc.

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General Manager, Enerprise
Axon

Stacey Shulman
Vice President Network & Edge Computing
Group GM, Health Education, & Consumer
Industries
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Global Retail Consulting Practice,
Accenture

Kecia Steelman
Chief Executive Officer
Ulta Beauty

J.K. Symancyk
President & Chief Executive Officer
Signet Jewelers

Todd Vasos
Chief Executive Officer
Dollar General Corporation

Pamela Stewart
Chief Customer Officer –
Retail North America Operating Unit
The Coca-Cola Company

Mariya Zorotovich
General Manager, Consumer Industries,
Edge Computing Group
Intel Corporation

Brian Dodge
President & Chief Executive Officer
RILA

Timothy Baer
Counsel to the Board,
Partner
TRB Partners, LLC

**Executive Committee Member*

THE RETAIL RILA CEO FORUM

The Retail CEO Forum (formerly known as the Leadership Forum) is the once-yearly, invitation-only conference event for the leading CEOs in the retail industry.

Limited to 100 hand-selected retail industry executives, this elite gathering offers two full days of meeting, networking and exchanging ideas. The most powerful U.S. retail and product manufacturer CEOs, along with a few select members of their C-suite teams, attend, to share business insights, assess trends and tackle the critical issues facing the retail industry today and in the future.

CEO COUNCIL

Chief Executive Officers network with peers and discuss issues of common interest, help to drive the strategic initiatives for RILA, and benchmark on key issue areas for leaders of America's largest retailers. This group meets regularly via conference call and in person at RILA's annual Retail CEO Forum.

GOVERNMENT AFFAIRS

COUNCILS, COMMITTEES, AND WORKING GROUPS

PUBLIC POLICY STEERING COMMITTEE
Senior-most government affairs executives for Premier Retail Member companies, following the direction of the Board, help set the strategy of RILA's public policy work.

GOVERNMENT AFFAIRS COMMITTEE
Senior government relations executives from retail member companies shape RILA's public policy agenda and advocacy efforts at the federal level.

STATE AFFAIRS COMMITTEE
State government relations executives share information about trends in state and local governments affecting retail and strategize on RILA's public policy response.

COMMUNICATIONS COMMITTEE
Senior-most retail communicators can network with peers and discuss issues of common interest, including leading communications practices and issues with implications across the retail industry, such as cybersecurity and disaster response.

RETAIL LABOR & EMPLOYMENT COMMITTEE
Labor and human resources executives focus on employment and labor issues affecting the retail industry, such as wage/hour developments, discrimination, labor management matters and unionization issues. Areas of discussion include federal legislative and regulatory action around issues such as the Department of Labor's overtime regulations, EEOC activity, and the National Labor Relations Board's ruling on representation case procedures, in addition to the Specialty Healthcare and Browning-Ferris Industries case decisions.

INTERNATIONAL TRADE & CUSTOMS COMMITTEE
Vice presidents, directors, managers and analysts of trade, customs and import compliance focus on trade, both import and export issues, as well as global retailing issues.

TAX ADVISORY COUNCIL
The Tax Advisory Council is comprised of the senior most tax executives of RILA's retail member companies. This committee serves as the strategic counsel for public policy tax issues and provides input to the Public Policy Steering Committee (PPSC) on priorities and objectives for tax-related public policy.

TAX COMMITTEE
Retail tax executives focus on federal legislative and regulatory tax issues impacting the retail industry. In order to provide input, feedback, and leadership on the tax issues of the day, the RILA Tax Committee works with the Internal Revenue Service, the Treasury Department and the tax committees of Congress on a routine basis.

PAYMENTS COMMITTEE
Finance, payments, legal and government relations executives provide insight and guidance on issues such as interchange fees, virtual currency, EMV migration, access to credit and gift cards.

RESOURCES

RILA Report: Government
This weekly e-newsletter, distributed to RILA member companies, provides current information on legislative issues important to the retail community.

LEARN MORE. GET INVOLVED.
RILA.ORG/FOCUS-AREAS/PUBLIC-POLICY

LEGAL & COMPLIANCE

COUNCILS, COMMITTEES, AND WORKING GROUPS

CHIEF LEGAL OFFICER COMMITTEE

The RILA Chief Legal Officer Committee addresses the broad array of legal, operational and policy challenges that retail companies face and provides advice and direction to RILA on strategies to assist retailers in meeting these challenges. The Chief Legal Officer or the General Counsel of each RILA retail member is invited to join the committee. The Chief Legal Officer Committee meets in-person twice each year and conducts conference calls as needed.

COMPLIANCE COUNCIL

Chief compliance officers address issues that affect the retail environment and its vast scope of transactions, customers, employees, locations, and modes of media as well as the legal environment of compliance with a wide variety of federal and state laws covering many legal areas.

LEGAL DIRECT REPORTS (L2) COMMITTEE

The senior-most attorneys, reporting directly to the General Counsel, work collaboratively to exchange information including leading practices, challenges and trends to enhance legal department effectiveness. The committee communicates through meetings, conference calls, benchmarking surveys and educational webinars and presentations.

CONSUMER PRODUCTS COMMITTEE

A forum for quality assurance, product stewardship, sourcing, legal, and government affairs professionals to share information specific to retailers' product safety compliance challenges, including proposed legislation and regulations and new compliance trends.

ENVIRONMENT & WASTE COMPLIANCE COMMITTEE

Member forum for education, peer benchmarking, and federal advocacy. The committee is focused on environmental compliance issues with an emphasis on RCRA regulated waste.

RESOURCES

RILA Retail Law Conference

RILA's annual Retail Law Conference is designed specifically for in-house legal counsel from all retail channels. The conference provides retail executives the opportunity to connect with peers and hear from expert speakers from leading retail companies, government, and select law firms on the most pressing issues facing retail lawyers.

RETAIL LITIGATION CENTER

Retail Litigation Center

The Retail Litigation Center (RLC) is a 501(c)(6) membership association and membership is open to all retailers, as well as to related legal service providers. Retail members help us a give voice to the retail industry in legal proceedings.

RETAIL COMPLIANCE CENTER

Retail Compliance Center

The Retail Compliance Center (RCC) provides retail-specific resources, tools, and learning opportunities for retailers facing various federal, state, and local regulations and compliance responsibilities.

WWW

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RILA.ORG/FOCUS-AREAS/LEGAL-AFFAIRS-COMPLIANCE

SUPPLY CHAIN

COUNCILS, COMMITTEES, AND WORKING GROUPS

SUPPLY CHAIN LEADERS COUNCIL

Senior-most supply chain executives of RILA member companies gather to network, explore, and discuss the business implications of a wide spectrum of supply chain issues and questions—and to provide RILA's strategic direction in this area.

TRANSPORTATION & LOGISTICS COMMITTEE

Vice presidents and SVPs address operational, policy, and market issues within transportation and infrastructure areas that impact international and domestic transportation systems, logistics operations, and more.

INTERNATIONAL TRADE & CUSTOMS COMMITTEE

Vice presidents, directors, managers, and analysts of trade, customs, and import compliance from retail member companies focus on trade issues, including both import and export concerns, as well as global retailing issues.

CHIEF STORE/OPERATING OFFICERS COUNCIL

Senior-level executives who oversee retail and store operations gather to address frontline store topics and issues and the role of stores in the shopper experience.

DISTRIBUTION COMMITTEE

Vice presidents and SVPs address operational and policy issues within the distribution and fulfillment space that impact distribution networks, fulfillment strategies, distribution center operations, and more.

SUPPLY CHAIN ADVISORY BOARD

The top logistics/supply chain executives oversee the key themes, structure, and content programming of RILA's annual LINK Retail Supply Chain Conference.

RESOURCES

LINK RILA's Retail Supply Chain Conference

LINK RILA's Retail Supply Chain Conference

The premier event for retail supply chain executives. The only conference that features top retailers and brands sharing leading practices and actionable insights to orchestrate supply chains of the future. Offering the best in-class educational program addressing the topics that matter most to retailers, brands, and grocers..

WWW

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RILA.ORG/FOCUS-AREAS/SUPPLY-CHAIN

HUMAN RESOURCES

COUNCILS, COMMITTEES, AND WORKING GROUPS

TALENT LEADERSHIP COUNCIL

The Talent Leadership Council (TLC), formerly known by the names Retail Talent Council and the Human Resources Leaders Council, is comprised of the top human resources executives at leading retailers who oversee all things related to retail employment and have the responsibility to develop strategic visions for their workforce. The TLC focuses on long term trends and vision of the retail workforce and provides thought leadership, research and strategic guidance to help retailers craft the 21st century retail workforce that is diverse, innovative and skilled.

LABOR & EMPLOYMENT COMMITTEE

Labor and human resources executives focus on employment and labor issues affecting the retail industry, such as wage/hour developments, discrimination, labor management matters and unionization issues. Areas of discussion include federal legislative and regulatory action around issues such as the Department of Labor's overtime regulations, EEOC activity, and the National Labor Relations Board's ruling on representation case procedures, in addition to the Specialty Healthcare and Browning-Ferris Industries case decisions.

RETAIL TALENT & CULTURE COMMITTEE

The Retail Talent and Culture Committee is a committee designed to foster deeper collaboration and enable members to address evolving challenges and opportunities across workforce, culture, and community engagement issue areas. By combining expertise in retail employment, organizational culture, community impact, and workforce development, the committee explores innovative solutions, shares best practices, and facilitates discussions that enhances employee experience and talent retention, while strengthening the retail sector's commitment to inclusivity and growth.

RETAIL TALENT COMMITTEE

The Retail Talent Committee (RTC), consisting of groups formerly known as Retail Talent Council and Retail Benefits Council respectively, is comprised of talent executives focused on areas from acquisition, retention, development, and benefits. The Committee explores a range of benchmarking topics as well as discusses policy solutions and actions policymakers can pursue to help retailers develop the 21st century retail workforce that is diverse innovative and skilled.

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RILA.ORG/FOCUS-AREAS/HUMAN-RESOURCES

FINANCE

COUNCILS, COMMITTEES, AND WORKING GROUPS

CHIEF FINANCIAL OFFICERS COUNCIL

Chief Financial Officers network with their peers to discuss key financial issues impacting the retail industry and benchmark with their peers. The group meets regularly via conference call.

FINANCE LEADERS COUNCIL

Chief accounting officers, treasurers and/or controllers discuss positions on issues relating to financial reporting, procedures and audits based on data gathered through benchmarking and best practices. The council communicates to both government and non-government agencies and rule-makers to develop and advance a better and more accurate understanding of retail industry financial practices.

TAX ADVISORY COUNCIL

The Tax Advisory Council is comprised of the senior most tax executives of RILA's retail member companies. This committee serves as the strategic counsel for public policy tax issues and provides input to the Public Policy Steering Committee (PPSC) on priorities and objectives for tax-related public policy.

INVESTOR RELATIONS COMMITTEE

Retail investor relations executives meet to benchmark and discuss issues impacting IR such as forecast accuracy, investor targeting and engagement strategies, proxy contests, and consideration of public statements on complex topics.

INTERNAL AUDIT COMMITTEE

Chief Audit Executives or the senior-most audit executives from member companies discuss emerging audit issues and internal controls, as well as block-and-tackle techniques for audit planning, working papers, risk assessments, and report writing. The committee also benchmarks leading practices on a variety of topics, ranging from department structure and staffing to handling more technical issues such as cybersecurity, PCI compliance, data analytics and more.

TAX COMMITTEE

Retail tax executives focus on federal legislative and regulatory tax issues impacting the retail industry. In order to provide input, feedback, and leadership on the tax issues of the day, the RILA Tax Committee works with the Internal Revenue Service, the Treasury Department and the tax committees of Congress on a routine basis.

PAYMENTS COMMITTEE

Financial, payments, legal, and government relations executives provide insight and guidance on issues such as interchange fees, virtual currency, EMV migration, access to credit and gift cards.

LEARN MORE. GET INVOLVED.
RILA.ORG/FOCUS-AREAS/FINANCE

ASSET PROTECTION

COUNCILS, COMMITTEES, AND WORKING GROUPS

ASSET PROTECTION LEADERS COUNCIL

Retail asset protection pyramid heads address key industry priorities and challenges to advance retail asset protection and enhance operational effectiveness within their respective companies.

WORKPLACE SAFETY COMMITTEE

Retail safety professionals identify smart practices for minimizing customer and employee injuries, support regulatory compliance, work to maintain strong partnerships with enforcement agencies, and assist in legislative efforts.

CRIMES AGAINST BUSINESS COMMITTEE

Corporate and field investigation managers identify emerging criminal trends, share prevention and response strategies, and develop smart practices to mitigate risks.

ASSET PROTECTION ADVISORY BOARD

Industry leaders across retail segments work collaboratively to develop the educational content and plan for RILA's annual Retail Asset Protection Conference.

SUPPLY CHAIN ASSET PROTECTION WORKING GROUP

The group provides a trusted forum for retail leaders to benchmark, share insights, and collaborate on emerging supply chain security risks and best practices—including cargo theft, fraud, threat vectors, and operational risk mitigation.

RESOURCES

RILA Asset Protection Conference

The Retail Asset Protection Conference offers the best in-class educational program addressing the topics that matter most to retailers. As the premier event for retail asset protection executives, this is the only industry event for those that hope to gain powerful insights, extensive networking and in-depth content.

RILA Communities Foundation

The RILA Communities Foundation, a 501(c)3, is tasked with addressing complex challenges impacting the communities served by leading retailers. The Foundation is focused on bringing together diverse stakeholders to enhance collaboration and efficiencies to ultimately restore vibrance and economic growth in communities across America.

WWW

LEARN MORE. GET INVOLVED.
RILA.ORG/FOCUS-AREAS/ASSET-PROTECTION

SUSTAINABILITY

COUNCILS, COMMITTEES, AND WORKING GROUPS

SUSTAINABILITY COMMITTEE

Sustainability and CSR executives convene to advance more environmentally sustainable and circular business opportunities, including greenhouse gas emissions reduction, the efficient and responsible use of natural resources, and product- and material-lifecycle value retention. The committee meets twice per year in person and bi-monthly via conference call.

RESPONSIBLE SOURCING COMMITTEE

Retail executives working on responsible and ethical sourcing and social compliance convene to advance the performance of their supply chains, with a specific focus on relationships with suppliers to ensure compliance and drive continuous improvement in existing and emerging sourcing regions. The committee meets twice pear year in person and bi-monthly via conference call.

ESG EXECUTIVE COMMITTEE

Executives guiding ESG strategy convene to share leading practices, drive progress in ESG issue areas, and identify opportunities to share the retail perspective with key stakeholders.

ESG COMMUNITY

Community for RILA members across different functional areas who are interested in Environmental, Social & Governance (ESG) topics. The Community is part of the RILA Retail ESG Initiative, whose mission is to connect and leverage RILA's diversity of ESG-touching communities to allow the retail industry to collectively learn about, discuss and influence the evolving retail ESG reporting landscape. Currently the community meets virtually quarterly.

LEARN MORE. GET INVOLVED.
RILA.ORG/FOCUS-AREAS/
SUSTAINABILITY-ENVIRONMENT

TECHNOLOGY & INNOVATION

COUNCILS, COMMITTEES, AND WORKING GROUPS

PRIVACY LEADERS COUNCIL

Chief privacy officers and general counsel executives address privacy issues affecting the retail industry, such as UAS and facial recognition technologies, trans-Atlantics data flows and data breach legislation. In addition to policymaking, RILA's focus is in facilitating discussions of best practices among peers utilizing meetings, surveys, and where appropriate creating consensus documents for both internal and external use.

CHIEF INFORMATION OFFICER LEADERS COUNCIL

The RILA CIO Council is the premier community for leading retail CIOs. This is a community for executives who lead the technology vertical at the largest retailers. This community is for private conversations with true peers leveraging RILA's expertise alongside C-Suite communities.

ARTIFICIAL INTELLIGENCE WORKING GROUP

Artificial Intelligence (AI) working group comprised of leaders from APLC, CLO, COMPCL, DRC, GAC, IAUDIT, LEC, L2s, PLC, RTC, SCLC, and TAX, dedicated to understanding the potential regulatory and legislative implications of AI, including generative AI technology (e.g., ChatGPT), on the retail industry.

RETAIL INDUSTRY LEADERS ASSOCIATION

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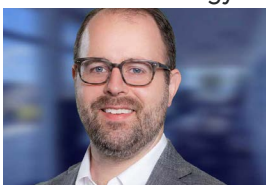

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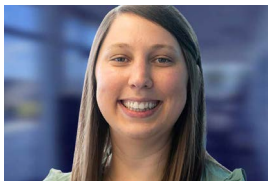

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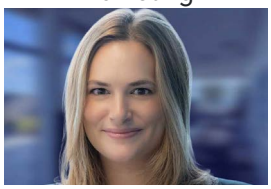

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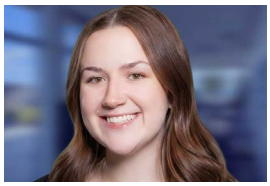

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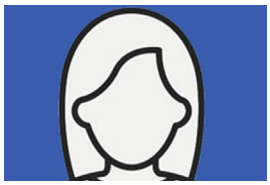

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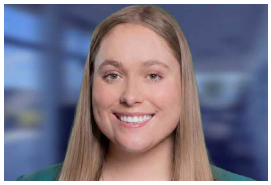

Kati Tanner
Coordinator,
Government Affairs

OUR RETAIL MEMBERS

LEADING COMPANIES IN EACH RETAIL VERTICAL

- 7-Eleven, Inc.
- Abercrombie & Fitch Co.
- Academy Sports + Outdoors
- Ace Hardware Corp.
- Advance Auto Parts, Inc.
- Ahold Delhaize USA
- Albertsons Companies
- Aldi Inc.
- American Eagle Outfitters, Inc.
- Apple Inc.
- At Home Group Inc.
- AutoZone, Inc.
- Bass Pro Shops, Inc.
- Bath & Body Works, Inc.
- Best Buy Co., Inc.
- Blain's Farm & Fleet
- Boot Barn
- Buckle
- Burlington Stores, Inc.
- Canadian Tire Corporation, Limited
- CarMax, Inc.
- Carter's, Inc.
- Casey's General Stores, Inc.
- Chanel
- Chewy, Inc.
- Chico's FAS, Inc.
- Columbia Sportswear Company
- Costco Wholesale Corporation
- Cracker Barrel Old Country Store, Inc.
- Crate & Barrel Holdings, Inc.
- CVS Health
- Designer Brands
- DICK'S Sporting Goods, Inc.
- Dillard's, Inc.
- Discount Tire
- Dollar General Corporation
- Dollar Tree, Inc.
- Express, LLC
- Fanatics
- Five Below, Inc.
- FleetPride
- Floor & Decor
- Gap Inc.
- Giant Eagle, Inc.
- Guitar Center
- H&M
- Hanesbrands Inc.
- Harbor Freight Tools
- H-E-B
- Hy-Vee, Inc.
- IKEA US
- Inditex USA
- J.Crew Group, Inc.
- JD Sports
- Knitwell Group
- Kohl's Corporation
- Kontoor
- L.L.Bean, Inc.
- Lands' End, Inc.
- La-Z-Boy
- Levi Strauss & Co.
- Lowe's Companies, Inc.
- Lululemon Athletica, Inc.
- Macy's Inc.
- Meijer, Inc.
- Melissa & Doug
- Navy Exchange Service Command (NEXCOM)
- New Balance Athletics Inc.
- NIKE, Inc.
- Nordstrom, Inc.
- Ollie's Bargain Outlet
- O'Reilly Auto Parts, Inc.
- Pandora Jewelry LLC
- Penney OpCo LLC
- Petco Health and Wellness Company Inc.
- PetSmart LLC
- Primark US
- Publix Super Markets, Inc.
- PUMA North America
- Qurate Retail Group
- Rack Room Shoes, Inc.
- Recreational Equipment, Inc. (REI)
- Ross Stores Inc.
- Sally Beauty Holdings, Inc.
- Sephora USA, LLC
- Signet Jewelers
- Southeastern Grocers
- Staples US Retail
- Starbucks Coffee Company
- Tailored Brands, Inc.
- Target Corporation
- The Home Depot, Inc.
- The Kroger Co.
- The Lovesac Company
- The Michaels Companies, Inc.
- The Sherwin-Williams Company
- The TJX Companies, Inc.
- The Walt Disney Company
- Tractor Supply Company
- Ulta Beauty, Inc.

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OUR MEMBERS

LEADING COMPANIES IN EACH RETAIL VERTICAL

- Under Armour, Inc
- VF Corporation
- Variety Wholesalers, Inc.
- Victoria's Secret & Co.
- Walgreen Co.
- Walmart Inc.
- Wawa, Inc.
- Wayfair LLC
- Wegmans Food Markets, Inc.
- Williams-Sonoma, Inc.

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RILA.ORG/ABOUT-RILA/STAFF

REPRESENTING THE LEADING BRANDS IN RETAIL

PREMIER MEMBERS

WHO WE ARE

RILA is the trade association for the world's most innovative retail brands. We work to re-imagine and transform the retail ecosystem — and equip leading retailers to succeed in it.

TO LEARN MORE, VISIT **RILA.ORG**

RILA

RETAIL INDUSTRY LEADERS ASSOCIATION
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