

REPRESENTING THE LEADING BRANDS IN RETAIL.
EXPLORE WHAT RILA HAS TO OFFER.

Retail Associate Membership Kit.



**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

*Phil Daniele

Chair

AutoZone

*Richard Keyes

Vice Chair

President & Chief Executive Officer,
Meijer, Inc.

Joel Anderson

Chief Executive Officer
Petco

Corie Barry

Immediate Past Chair
Best Buy Co., Inc.

Shelley Bransten

Corporate Vice President
WW Retail & Consumer Goods
Microsoft Corporation

Mark Breitbart

President & Chief Executive Officer,
Global Gap Brand, Gap Inc.

Ted Decker

Chair, President & Chief Executive Officer
The Home Depot, Inc.

Michael Fiddelke

Chief Executive Officer
Target

Jeremy Gosch

Chairman and Chief Executive Officer
Hy-Vee

Ken Hicks

Chief Executive Officer
PetSmart

Michelle Gass

President & Chief Executive Officer
Levi Strauss & Co.

Mark LaVigne

President and Chief Executive Officer
Energizer Holdings, Inc.

David Morales

Senior Vice President Sales
FedEx

Erik Nordstrom

Chief Executive Officer,
Nordstrom, Inc.

Cara Pratt

President, Retail & Media
Circana

Joe Preston

President & Chief Executive Officer
New Balance Athletics

Leonard Shankman

President
CVS Pharmacy

Mike Shore

Senior Vice President and
General Manager, Enterprise
Axon

Stacey Shulman

Vice President Network & Edge Computing
Group GM, Health Education, & Consumer
Industries
Intel Corporation

Jill Standish

Senior Managing Director,
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

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.

ASSOCIATE MEMBERSHIP BENEFITS

BE A RETAIL LEADER - BECOME AN ASSOCIATE MEMBER

The Retail Industry Leaders Association (RILA) represents America's leading retailers. RILA members hold the top spot among key retail segments including: apparel, consumer electronics, department stores, home improvement, large format and small format, demonstrating that RILA is truly the association for 'retail leaders.' In fact, no trade association represents more top retailers than RILA.

LEADERS REACHING LEADERS

The highly sophisticated companies among RILA's members are experts at reading and responding to consumer demands, and the retail executives that lead these companies join RILA to collaborate with their peers to continue to bring excellence within their own organization and to pursue positive changes for the industry at-large. If you want to reach top executives from the companies making a difference in the industry today, come to their primary source for education and networking: The Retail Industry Leaders Association. As an associate member, RILA brings you closer to retailers and suppliers who are shaping the future of the industry. Through ongoing dialogue with leading retailers and product manufacturers, you'll develop deeper relationships and gain a better understanding of their needs.

BECOME AN ASSOCIATE MEMBER AND...

- Be the first to hear of sponsorship opportunities to new RILA events that allow you to demonstrate your commitment to the industry and to provide thought leadership.
- Have first right to publish or partner with us on research and studies.
- Take advantage of priority points for booth selection at our conferences: Retail Supply Chain and Asset Protection.
- Have the opportunity to participate on RILA committees with sponsorships.
- Receive discounted pricing opportunities on extra attendees at RILA events.

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/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

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 give voice to the retail industry in legal proceedings.



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.



LEARN MORE. GET INVOLVED.
RILA.ORG/ENTERPRISE

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.

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..

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.



LEARN MORE. GET INVOLVED.
RILA.ORG/SUPPLY

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.



LEARN MORE. GET INVOLVED.
RILA.ORG/HR

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/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.

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.



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.



LEARN MORE. GET INVOLVED.
RILA.ORG/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 per 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/SUSTAINABILITY



RETAIL INDUSTRY LEADERS ASSOCIATION

RILA STAFF



Brian Dodge
President



Jason Brewer
Senior EVP,
Communications &
Marketing



Lisa LaBruno
Senior EVP & Executive
Director, RILA
Communities Foundation



Breana Murphy
Senior EVP,
Partnerships & Events



Monica Welt
President, RLC
Senior EVP &
General Counsel



Nicholas Ahrens
Senior VP, Strategy,
Innovation & Content



Evan Armstrong
Senior Vice President,
Government Affairs



Erin Hiatt
Senior Vice President
Retail Operations



Tripp Taylor
Senior Vice President,
Business Development



Courtney Titus Brooks
Vice President, Tax



Sung Chang
Vice President,
International Trade



John Chen
VP, Marketing and
Management Information
Systems



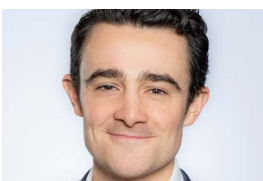
Jess Dankert
Vice President,
Supply Chain



Kelly Foelber
Vice President,
Membership &
Executive Affairs



Ginger Gibson
Vice President,
Media Relations



Justin Goldberger
Vice President,
Technology Policy



Kris Hamlin
Vice President,
Asset Protection &
Retail Technology



Michael Jordan
Vice President,
Conferences & Events



Susan Kirsch
VP, Regulatory Affairs
& Assistant General
Counsel



Talana Lattimer
Vice President
Creative Services



Josh Moore
Vice President,
Litigation, RLC



Melissa Murdock
Vice President,
Communications and
Media Relations



Allison Rosser
Vice President, Retail
Crime Strategies
RCF



Paul Sciubba
VP, Legal Affairs, RILA
- Special Counsel, RILA
Communities Foundation



Steph Standish
Vice President,
Administration



RETAIL INDUSTRY LEADERS ASSOCIATION

RILA STAFF



Maria Fiore
Senior Director,
Content & Experience



Sarah Gilmore
Senior Director,
Government Affairs



Austin Gold
Senior Director,
Government Affairs



Caroline Niery
Senior Director,
Communications &
Marketing



Allie Sauers
Senior Director,
Legal & Regulatory
Affairs



Arianna Bartlett
Director,
Systems & Event
Technology



Somer Flanagan
Director, Exhibitor &
Sponsor Relations



Ellen Jackson
Director,
Government Affairs



Jackie Niederman
Director, Marketing



Amanda Shapiro
Director,
Customer Success &
Hosted Retailer



Anna Williamson
Director,
Legal Affairs &
Paralegal



Moni Adeyi
Senior Manager, CSR



Adora Belcher
Senior Manager,
Supply Chain &
Workplace Safety



Kallie Brown
Senior Manager, PAC
& Government Affairs



Emily Benack
Senior Manager,
Government Affairs



Luisa Lobo
Senior Manager, Legal
& Regulatory Affairs



Vanesa Powers
Senior Manager
Data & Systems
Applications



Kate Rabatsky
Senior Manager,
Conferences & Events



Dinora Rodriguez
Senior Staff
Accountant



Chase Shields
Senior Manager,
Creative Services



LEARN MORE. GET INVOLVED.
RILA.ORG/ABOUT-RILA/STAFF



RETAIL INDUSTRY LEADERS ASSOCIATION

RILA STAFF



Annalise Catherine
Manager, Retail Crime
Initiatives
RCF



Malcolm Cutlar
Manager,
Communications



Kimberly Russell
Legal Manager,
Member Relations &
Meetings



Madi Waitt
Manager,
Partnership
Communications



Quay Montgomery
Coordinator,
Creative Services



Holden Schachte
Coordinator,
Business Development



Olivia Sheen
Coordinator, Retail
Operations
Committees



Kati Tanner
Coordinator,
Government Affairs

OUR 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
- 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.
- Under Armour, Inc.



LEARN MORE. GET INVOLVED.
RILA.ORG/ABOUT

OUR MEMBERS

LEADING COMPANIES IN EACH RETAIL VERTICAL

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



LEARN MORE. GET INVOLVED.
[RILA.ORG/ABOUT](https://www.rila.org/about)

REPRESENTING THE LEADING BRANDS IN RETAIL

PREMIER MEMBERS



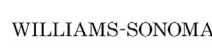
Abercrombie & Fitch Co.



AEO



VICTORIA'S SECRET



ASSOCIATE MEMBERSHIP APPLICATION

Please complete this form and return by email to kelly.foelber@rila.org. Please include a short (50 word) company description that will be used in your member profile. For more information, contact RILA's retail membership team at (703) 841-2300.

COMPANY INFORMATION*

Company Name: _____

Street Address: _____

City: _____ State: _____ Zip: _____ Country: _____

Main Phone: _____ Main Fax: _____ Company Web site: _____

*This should be the main company headquarters information.

CONTACT INFORMATION

Primary Company Contact Name*: _____ Title: _____

Phone: _____ Fax: _____ Email: _____

Dues Contact Name*: _____ Title: _____

Phone: _____ Fax: _____ Email: _____

*The primary company contact (PCC) will receive all RILA correspondence and can expect to receive RILA news updates regularly. The designated PCC is encouraged to pass along RILA news/updates (including information on RILA opportunities, events, councils/committees, and upcoming meetings) to relevant individuals within the company. (We will also send RILA materials directly to other executives based on their job functions and interests.) The dues contact is the individual who should receive invoices for dues payment.

Annual Revenue	Annual Dues
Less than \$199 million	\$2,500 <input type="checkbox"/>
\$200 - \$499 million	\$3,500 <input type="checkbox"/>
\$500 - \$999 million	\$5,000 <input type="checkbox"/>
\$1 - \$10 billion	\$10,000 <input type="checkbox"/>
Over \$10 billion	\$15,000 <input type="checkbox"/>

ASSOCIATE MEMBERSHIP DUES INFORMATION

Dues are determined based on annual revenue. Please refer to the rate schedule below to establish your applicable payment and provide verification by including an annual report.

For those associate member companies interested in having the opportunity to participate in the strategy and public policy direction of the association, the Board of Directors has established the Premier level of membership.

Premier Members pay flat dues of \$150,000 a year. This membership tier is extended as an invitation of the Board of Directors Nominating Committee. Companies may express their interest to Kelly Foelber, Director of Membership and Executive Affairs, at kelly.foelber@rila.org in order to provide information to the Nominating Committee.

BUSINESS INFORMATION

Individual company information will be held in strict confidence. RILA uses this information to cumulatively tally the size and scope of our membership.

Company Logos: RILA uses the logos of our member companies to illustrate the brands we represent. Please send your company logo in JPEG and EPS formats to kelly.foelber@rila.org. Or, provide a contact for RILA to reach out to for logo below.

Logo Contact: _____
(name) (title) (email)

- Our company is (check one): Check the description that best describes your company:
- Public Retail Chain Non-store/Internet Retailer
 - Private Leased Retail Operation Manufacturer's Outlet
 - Non-Profit Other _____

Please select the categories your solutions or services are targeting:

- Asset Protection
- Public Policy
- Supply Chain
- Finance
- Legal Affairs
- Sustainability/Environment
- Workforce
- Technology and Innovation

MEMBERSHIP PAYMENT

Invoices will be sent to primary dues contact upon acceptance of application.

Checks:

Please submit checks payable to "Retail Industry Leaders Association" (indicate in memo section: MEMB) to:
Retail Industry Leaders Association • P.O. Box 418421 • Boston, MA 02241-8421

I hereby certify that I am duly authorized to bind the Company to this agreement and that all of the information contained on this application is complete and correct to the best of my knowledge.

Print Name: _____ Signature: _____ Date: _____

Dues payments to trade associations, such as RILA, are generally deductible as an ordinary business expense for federal income tax purposes. However, under the Omnibus Budget Reconciliation Act of 1993, such income tax deduction is denied for the portion of your dues attributable to expenses incurred for the purpose of lobbying or intervening in an election. RILA estimates that 65% of your dues will be attributable to lobbying expenses. Therefore, 65% of these dues are non-deductible for federal income tax purposes.

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](https://www.rila.org)

RILA

RETAIL INDUSTRY LEADERS ASSOCIATION
1700 NORTH MOORE STREET • SUITE 2250 • ARLINGTON, VA 22209

WWW.RILA.ORG