



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

Membership Kit.

# WHO WE ARE.



The Retail Industry Leaders Association (RILA) is best defined by the companies we represent.

RILA proudly serves the leading U.S. retailers as members. RILA member companies are highly sophisticated experts at reading and responding to consumer demands. The retail executives that lead these companies join RILA to collaborate with their peers, seek excellence within their own enterprise and pursue positive changes for the industry at-large.

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 collaborate to make a difference.

- Supply Chain
- Asset Protection
- Finance
- Human Resources
- Legal/Regulatory Issues
- Sustainability
- Technology & Innovation



"After nearly three years on the RILA board, what's made the greatest impression on me is that, when we work together as leaders of the 42 million American people who make up the retail industry, we have an incredibly powerful voice to advocate for our customers, our teams and our communities."

— Brian Cornell, Chairman & Chief Executive Officer, Target Corporation  
Chairman, RILA Board of Directors



As RILA continues to grow, we attribute this success to our three core principles:

- 1 We are Member Driven.** Our board drives the organization, and senior executives on our councils and committees help set our priorities;
- 2 Service is our Culture.** Serving our members is our primary focus; and
- 3 Educate. Collaborate. Advocate.** We give equal emphasis to public policy, retail operations and education.

This focus and dedication to member service has been the keystone of our success and will continue to be our driving force.

# BOARD OF DIRECTORS.



\*Brian Cornell  
**Chairman**  
Chairman & CEO, Target Corporation

\*Mary Dillon  
**Vice Chairman**  
CEO, Ulta Beauty

\*William Rhodes  
**Immediate Past Chairman**  
Chairman, President & CEO, AutoZone, Inc.

\*James Myers  
**Treasurer**  
Chairman, Petco Holdings, Inc.

\*Robert Niblock  
**Secretary**  
Chairman, President & CEO,  
Lowe's Companies, Inc.

Gina Boswell  
President, Customer Development  
Unilever

Mark Breitbard  
President & CEO  
Banana Republic, Gap Inc.

Shelley Broader  
President & CEO, Chico's FAS, Inc.

Michele Buck  
President & CEO, The Hersey Company

James Dinkins  
President  
Coca-Cola North America  
The Coca-Cola Company

Marvin Ellison  
Chairman & CEO, J.C. Penney Company, Inc.

\*Alex Gourlay  
Co-OO, Walgreens Boot Alliance, Inc.  
& President, Walgreen Co.

Alan Hoskins  
Chief Executive Officer,  
Energizer Holdings, Inc.

Joe Jensen  
VP, Internet of Things Group &  
General Manager  
Retail Solutions Division,  
Intel Corporation

Richard Johnson  
President & CEO, Foot Locker, Inc.

\*Hubert Joly  
Chairman & CEO, Best Buy Co., Inc.

Richard Keyes  
President & CEO, Meijer, Inc.

Stephen Laughlin  
VP & Global Industry Leader,  
Retail, IBM Corporation

Craig Menear  
Chairman, CEO & President,  
The Home Depot, Inc.

Steve Rendle  
President, CEO & Director,  
VF Corporation

Gregory Sandfort  
CEO, Tractor Supply Company

Jill Standish  
Senior Managing Director, Global  
Retail Consulting Practice,  
Accenture

\*Todd Vasos  
CEO, Dollar General Corporation

\*Sandy Kennedy  
President, RILA

\*Executive Committee Member



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.

**RILA**

# 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.

**Contact** [jennifer.safavian@rila.org](mailto:jennifer.safavian@rila.org).

### **Government Affairs Committee**

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

**Contact** [jennifer.safavian@rila.org](mailto:jennifer.safavian@rila.org).

### **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.

**Contact** [brian.rose@rila.org](mailto:brian.rose@rila.org).

### **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.

**Contact** [jason.brewer@rila.org](mailto:jason.brewer@rila.org).

### **Health Care Committee**

Senior health and benefits executives, as well as government affairs experts, focused on operational issues, policy development, and federal regulatory and legislative activities regarding ERISA, implementation of the Affordable Care Act, and other health care initiatives.

**Contact** [jennifer.safavian@rila.org](mailto:jennifer.safavian@rila.org).

### **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.

**Contact** [evan.armstrong@rila.org](mailto:evan.armstrong@rila.org).

### **International Trade 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.

**Contact** [hun.quach@rila.org](mailto:hun.quach@rila.org).

**Learn More. Get Involved.**

RILA.org/Public-Policy



## eFairness Federal Working Group

Government and finance executives work together to level the playing field between brick-and-mortar and pure-play Internet retailers.

Contact [jason.brewer@rila.org](mailto:jason.brewer@rila.org).

## 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.

Contact [jennifer.safavian@rila.org](mailto:jennifer.safavian@rila.org) and [david.koenig@rila.org](mailto:david.koenig@rila.org).

## 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.

Contact [david.koenig@rila.org](mailto:david.koenig@rila.org).

## 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.

Contact [austen.jensen@rila.org](mailto:austen.jensen@rila.org).

The screenshot shows the RILA Government Newsletter homepage. At the top, there's a red header bar with the RILA logo and the word "GOVERNMENT NEWSLETTER". Below it is a banner featuring a photo of the U.S. Capitol building. The main content area has a dark background with white text. It features a large image of several interlocking gears with the words "TAX REFORM" overlaid. To the left of the gears, there's a section titled "RILA TAX REFORM EFFORTS CONTINUE AS DOES CONGRESSIONAL ACTIVITY" with a brief summary. On the right, there's a "ARTICLES" sidebar with links to various news items. At the bottom, there's a "UPCOMING HEARINGS" section.

## RESOURCES

### RILA Report: Government

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

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# LEGAL & COMPLIANCE.

## COUNCILS, COMMITTEES, AND WORKING GROUPS

### General Counsel Committee

The RILA General Counsel 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 committee meets in-person twice each year and conducts conference calls as needed.

Contact [deborah.white@rila.org](mailto:deborah.white@rila.org).

### 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.

Contact [kathleen.mcguigan@rila.org](mailto:kathleen.mcguigan@rila.org).

### Employment Litigation Leaders Council

Employee litigation professionals have the opportunity to discuss strategy and developments in employment litigation that is currently impacting or is likely to impact retail employers.

Contact [deborah.white@rila.org](mailto:deborah.white@rila.org).

### Legal Direct Reports (L2) Committee

The senior-most attorneys, reporting directly to the General Counsel, strategize and exchange information on retail law challenges, trends, and best practices to enhance legal department effectiveness.

Contact [kathleen.mcguigan@rila.org](mailto:kathleen.mcguigan@rila.org).

### Consumer Products Committee

The Consumer Products Committee serves as a forum for sharing information specific to retailers' product safety compliance challenges, including proposed legislation and regulations and new compliance trends. The Product Safety Committee is comprised of companies' quality assurance, product stewardship, sourcing, legal, and government affairs professionals.

Contact [kathleen.mcguigan@rila.org](mailto:kathleen.mcguigan@rila.org).

### New Jersey TCCWNA Working Group

Working group focused on New Jersey Truth-in-Consumer Contract, Warranty and Notice Act.

Contact [cassandra.horton@rila.org](mailto:cassandra.horton@rila.org).

**Learn More. Get Involved.**

RILA.org/Enterprise

## **San Francisco Ordinances Compliance Group**

This working group helps prepare companies for implementation and compliance with the San Francisco ordinances.

Contact [deborah.white@rila.org](mailto:deborah.white@rila.org).

## **Customs Committee**

Customs compliance executives come together to discuss and exchange information on compliance issues facing member companies to devise the best policy/government relations strategy to support retail member companies.

Contact [hun.quach@rila.org](mailto:hun.quach@rila.org).

## **Environmental Compliance Committee**

Environmental compliance officers convene to advance environmental compliance for the retail industry by educating stakeholders, enriching technical knowledge and leadership skills, sharing leading practices, and communicating with regulators to advocate for retail reform.

Contact [larry.corkey@rila.org](mailto:larry.corkey@rila.org).

# **RESOURCES**

## **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.

For membership information, contact [cassandra.horton@rila.org](mailto:cassandra.horton@rila.org).



# SUPPLY CHAIN.

## COUNCILS, COMMITTEES, AND WORKING GROUPS

### Supply Chain Leaders Council

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

Contact [lisa.labruno@rila.org](mailto:lisa.labruno@rila.org).

### Digital Retail Council

Senior executives responsible for the integration of in-store and digital operations come together and improve industry-wide omnichannel capabilities by facilitating information sharing and research through a trusted forum.

Contact [lisa.labruno@rila.org](mailto:lisa.labruno@rila.org).

### Transportation & Infrastructure Committee

Vice presidents and directors address operational and policy issues within transportation and infrastructure areas that impact transportation systems and logistics operations.

Contact [jess.dankert@rila.org](mailto:jess.dankert@rila.org).

### International Trade 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.

Contact [hun.quach@rila.org](mailto:hun.quach@rila.org).

### Customs Committee

Customs compliance executives come together to discuss and exchange information on customs compliance issues facing member companies to devise the best policy/government relations strategy to address these issues.

Contact [hun.quach@rila.org](mailto:hun.quach@rila.org).

### Distribution Committee

Vice presidents and directors address operational and policy issues within the distribution space that impact distribution networks/distribution center operations.

Contact [jess.dankert@rila.org](mailto:jess.dankert@rila.org).

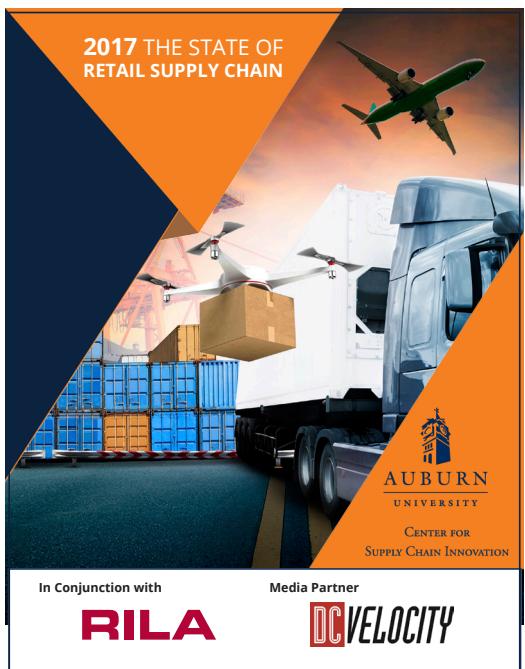
### Supply Chain Steering Committee

Vice presidents and directors of retail and product manufacturer member companies help develop the program and structure of RILA's annual Retail Supply Chain Conference.

Contact [jess.dankert@rila.org](mailto:jess.dankert@rila.org).

**Learn More. Get Involved.**

RILA.org/Supply



## RESOURCES

### Coalition for Responsible Transportation (CRT) Partner

The partnership with CRT expands efforts to reduce diesel emissions in and around our nation's ports.

### EPA Smartway Transport® Affiliate

As an affiliate of the EPA Smartway Transport Program, RILA helps companies learn about and generate consistent data for this industry protocol, more accurately measure their carbon footprint and make environmentally sound, but also cost-effective transportation sourcing decisions.

### 2017 Annual State of the Retail Supply Chain

RILA and Auburn University's annual study on the State of the Retail Supply Chain brings together the industry's retailers to examine current trends, leading practices and foremost issues.

### RILA Retail Supply Chain Conference

The premier event for retail supply chain executives. The only conference that gives you the know-how and expertise to improve your retail supply chain. Offering the best in-class educational program addressing the topics that matter most to retailers.



Melissa Greenwell  
EVP, COO, The Finish Line

**RILA**

# HUMAN RESOURCES.

## COUNCILS, COMMITTEES, AND WORKING GROUPS

### **Human Resources Leaders Council**

Chief human resources executives from retail member companies meet to network and address operational challenges and trends. These leaders work collaboratively to identify opportunities in HR that could have a strategic impact on their organizations and provide direction for RILA's efforts in the human resources discipline.

Contact [evan.armstrong@rila.org](mailto:evan.armstrong@rila.org).

### **Health Care Committee**

Senior health and benefits executives, as well as government affairs experts, focused on operational issues, policy development, and federal regulatory and legislative activities regarding ERISA, implementation of the Affordable Care Act, and other health care initiatives.

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Contact [evan.armstrong@rila.org](mailto:evan.armstrong@rila.org).

### **Restrictive Scheduling Working Group**

Government affairs executives share information on various restrictive scheduling proposals at the state and local level around the country and RILA's response.

Contact [jason.brewer@rila.org](mailto:jason.brewer@rila.org).

### **Employment Litigation Leaders Council**

Employee litigation professionals have the opportunity to discuss strategy and developments in employment litigation that is currently impacting or is likely to impact retail employers.

Contact [deborah.white@rila.org](mailto:deborah.white@rila.org).



# FINANCE.

## COUNCILS, COMMITTEES, AND WORKING GROUPS

### **Financial 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.

Contact [kathleen.mcguigan@rila.org](mailto:kathleen.mcguigan@rila.org).

### **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.

Contact [jennifer.safavian@rila.org](mailto:jennifer.safavian@rila.org) and [david.koenig@rila.org](mailto:david.koenig@rila.org).

### **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.

Contact [kathleen.mcguigan@rila.org](mailto:kathleen.mcguigan@rila.org).

### **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.

Contact [david.koenig@rila.org](mailto:david.koenig@rila.org).

### **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.

Contact [austen.jensen@rila.org](mailto:austen.jensen@rila.org).

### **eFairness Federal Working Group**

Government and finance executives work together to level the playing field between brick-and-mortar and pure-play Internet retailers.

Contact [jason.brewer@rila.org](mailto:jason.brewer@rila.org).

**Learn More. Get Involved.**

RILA.org/Finance

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# TECHNOLOGY & INNOVATION.

## COUNCILS, COMMITTEES, AND WORKING GROUPS

### Cybersecurity Leaders Council

Senior-most information security executives from retail member companies share and discuss leading practices on information security. The Retail Cybersecurity Leaders Council aims to enhance industry-wide cybersecurity capabilities by sharing threat information and discussing effective security solutions in a trusted forum.

Contact [nicholas.ahrens@rila.org](mailto:nicholas.ahrens@rila.org).

### Digital Retail Council

Senior-most executives responsible for the integration of in-store and digital operations come together and improve industry-wide omnichannel capabilities by facilitating information sharing and research through a trusted forum.

Contact [lisa.labruno@rila.org](mailto:lisa.labruno@rila.org).

### 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.

Contact [nicholas.ahrens@rila.org](mailto:nicholas.ahrens@rila.org).



**Learn More. Get Involved.**

RILA.org/Innovation

## (R)TECH CENTER FOR INNOVATION

### (R)Tech Advisory Council

Top innovation executives from retail member companies meet to network and share information on leading practices, challenges, and industry trends. These leaders work collaboratively to identify opportunities in Innovation that could have a strategic impact on their organizations and provide direction for RILA's efforts.

Contact [adam.siegel@rila.org](mailto:adam.siegel@rila.org).

### (R)Tech Council

This council is composed of retail chief innovation officers. The council acts as a pre-competitive forum to share best practices and identify potential collaborative interests and industry needs.

Contact [adam.siegel@rila.org](mailto:adam.siegel@rila.org).

### (R)Tech Innovation Network

Convenes venture capitalists, incubators, and accelerators with a focus on retail technologies and innovations. Allowing the Center to keep a pulse on the latest ideas, technologies, and startups. The Network is a source for content at the Center's events and distribution channel for the Center's research.

Contact [adam.siegel@rila.org](mailto:adam.siegel@rila.org).



**Learn More. Get Involved.**

RTech.org

**RILA**

# 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.

Contact [lisa.labruno@rila.org](mailto:lisa.labruno@rila.org).

### 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.

Contact [lisa.labruno@rila.org](mailto:lisa.labruno@rila.org).

### 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.

Contact [lisa.labruno@rila.org](mailto:lisa.labruno@rila.org).

### Asset Protection Steering Committee

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

Contact [lisa.labruno@rila.org](mailto:lisa.labruno@rila.org).



**Learn More. Get Involved.**

[RILA.org/Protection](http://RILA.org/Protection)

## (R)Tech Asset Protection Working Group

Asset protection technology experts work to stimulate technological innovation for the mutual benefit of the retail asset protection industry and the solution providers who offer cutting-edge solutions to problems retailers face in the future.

Contact [lisa.labruno@rila.org](mailto:lisa.labruno@rila.org).

## Disaster Recovery and Preparedness (DRAP) Forum

The DRAP Forum is an online discussion board that enables retail executives to exchange information about crisis preparedness, response and business continuity, and to identify leading practices for protecting customers, employees, facilities, data, and assets.

Contact [lisa.labruno@rila.org](mailto:lisa.labruno@rila.org).



## RESOURCES

### Total Retail Loss Report

This unique and timely study, commissioned by the RILA Asset Protection Leaders Council, is the latest in a series of strategic research projects designed to bring new insights, tools, and techniques to help the industry better understand and tackle the problem of retail loss.

### 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**  
RETAIL INDUSTRY LEADERS ASSOCIATION  
Educate. Collaborate. Advocate.

**Beyond Shrinkage:**  
Introducing **Total Retail Loss**

Professor Adrian Beck  
University of Leicester

**RILA**

# SUSTAINABILITY.

## COUNCILS, COMMITTEES, AND WORKING GROUPS

### **Environmental Compliance Committee**

Environmental compliance officers convene to advance environmental compliance for the retail industry by educating stakeholders, enriching technical knowledge and leadership skills, sharing leading practices, and communicating with regulators to advocate for retail reform.

Contact [larry.corkey@rila.org](mailto:larry.corkey@rila.org).

### **Retail Energy Management Program**

Retail energy managers benchmark best practices, and collectively identify next practices, (i.e. pilot projects) to build robust energy management programs and reduce energy consumption and associated spend.

Contact [erin.hiatt@rila.org](mailto:erin.hiatt@rila.org).

### **Sustainability Committee**

Retail sustainability/CSR executives meet twice per year, plus monthly via conference call, to share leading practices and network. The committee is also creating a maturity model to define a successful retail sustainability program.

Contact [adam.siegel@rila.org](mailto:adam.siegel@rila.org).

### **Responsible Sourcing Committee**

This community of retail professionals meet to network and share information on leading practices, challenges, and industry trends in responsible and ethical sourcing and social compliance.

The committee meets in-person twice a year and monthly via conference call.

Contact [adam.siegel@rila.org](mailto:adam.siegel@rila.org).

### **Landlord Tenant Working Group**

This collaborative group works with the International Council of Shopping Centers (ICSC) and the Professional Retail Store Maintenance Association (PRSM) to engage retailers and developers in a dialogue to identify and address the sustainability challenges and opportunities associated with partnership between retailers and landlords.

Contact [erin.hiatt@rila.org](mailto:erin.hiatt@rila.org).



**Learn More. Get Involved.**

RILA.org/Sustainability

# RESOURCES

## Center for Retail Compliance

In the past decade, retailers have been fined upwards of \$270 million dollars for hazardous waste and other environmental violations. RILA's Center for Retail Compliance is the only resource focused on helping retailers improve environmental compliance and integrate sustainability into their operations. In 2017 the CRC launched state enforcement reports, conducted regional trainings across the country, and developed program management and benchmarking tools for the retail sector. Learn more at [www.retailcrc.org](http://www.retailcrc.org) or contact [tiffin.shewmake@rila.org](mailto:tiffin.shewmake@rila.org).



"No matter the size of a retail business, we all face regulatory challenges. Being a part of the **Retail Hazardous Waste and Environmental Compliance workshop** not only confirmed that what we are doing is in alignment with other retailers, but also provided the opportunity to meet with the Center for Retail Compliance. CRC is a valuable resource."

- Rhoda Barnes,  
Regulatory Compliance Administrator, Direct Distributors, Inc.

## Retail Sustainability Management Maturity Model & Worksheet

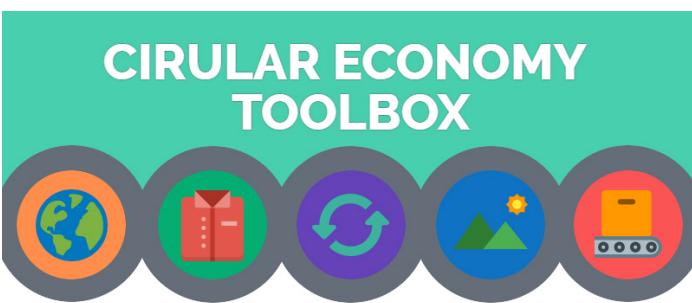
The model and associated worksheet are tools for sustainability executives to identify management practices that will drive improved corporate and environmental performance. The model represents the collective knowledge of many industry experts and numerous retailers.

## Retail Energy Management Maturity Model

A roadmap to help retail energy managers optimize their energy programs. Retailers can use the model first to baseline the maturity of their own program and then to identify opportunities for improvement.

## Retail Sustainability Management & Energy Management Resource Libraries

Retailers can refer to either Resource Library for specific tools, case studies, and further opportunities to help them progress the maturity of their sustainability and energy management programs.



# OUR MEMBERS.

## Leading Companies In Each Retail Vertical

- 7-Eleven, Inc.
- Abercrombie & Fitch, Co.
- Advance Auto Parts, Inc.
- American Eagle Outfitters, Inc.
- Apple Inc.
- Auto Plus Auto Parts & Pep Boys Auto
- AutoZone, Inc.
- Best Buy Co., Inc.
- Big Lots Stores, Inc.
- Blain's Farm & Fleet
- Burlington Stores, Inc.
- Cabela's Inc.
- Canadian Tire Corporation, Limited
- CarMax, Inc.
- Carter's, Inc.
- Chico's FAS, Inc.
- Claire's Stores, Inc.
- Columbia Sportswear Company
- Costco Wholesale Corporation
- Cracker Barrel Old Country Store, Inc.
- Crate & Barrel Holdings, Inc.
- CVS Health
- Delhaize America
- DICK'S Sporting Goods, Inc.
- Dillard's, Inc.
- Dollar General Corporation
- Dollar Tree, Inc.
- DSW Inc.
- Express, LLC
- Five Below
- Foot Locker, Inc.
- GameStop Corp.
- Gap Inc.
- Giant Eagle, Inc.
- H-E-B
- Hy-Vee, Inc.
- IKEA North America Services, LLC
- J.C. Penney Company, Inc.
- J.Crew Group, Inc.
- Jo-Ann Stores, LLC
- Kohl's Corporation
- L Brands, Inc.
- Levi Strauss & Co.
- Lowe's Companies, Inc.
- Lumber Liquidators, Inc.
- Meijer, Inc.
- Navy Exchange Service Command
- NIKE, Inc.
- Oriental Trading Company, Inc.
- Pandora Jewelry LLC
- Pier 1 Imports
- Petco Holdings, Inc.
- PetSmart, Inc.
- Publix Super Markets, Inc.
- QVC Group
- Recreational Equipment, Inc. (REI)
- Rite Aid Corporation
- Rooms To Go, Inc.
- Ross Stores Inc.
- Sears Holdings Corporation
- Signet Jewelers
- Staples, Inc.
- Starbucks Coffee Company
- Tailored Brands, Inc.
- Target Corporation
- The Finish Line, Inc.
- The Home Depot, Inc.
- The Kroger Co.
- The Michaels Companies, Inc.
- The Save Mart Companies
- The TJX Companies, Inc.
- T-Mobile, USA Inc.
- Tractor Supply Company
- Ulta Beauty, Inc.
- VF Corporation
- Walgreen Co.
- Walmart Inc.
- Wegmans Food Markets, Inc.
- Whole Foods Market, Inc.
- 3M Company
- American Greetings Corporation
- Coats North America
- Energizer Holdings, Inc.
- Estee Lauder Companies, Inc.
- FGX International
- Hallmark Cards, Inc.
- Hanesbrands Inc.
- Lasko Products, Inc.
- Lion Brand Yarn Company
- Mead Johnson Nutrition
- Nestle Purina PetCare
- Newell Brands
- Radio Systems Corporation
- S.C. Johnson & Son, Inc.
- ShurTech Brands, LLC
- Simon Li Furniture
- Spectrum Brands, Inc.
- The Coca-Cola Company
- The Hershey Co.
- Time Inc.
- Unilever



**Learn More. Get Involved.**

[RILA.org/About](http://RILA.org/About)

# REPRESENTING THE LEADING BRANDS IN RETAIL

## PREMIER



DOLLAR GENERAL

Gap Inc.



Walgreens

Walmart



Abercrombie & Fitch



AMERICAN EAGLE OUTFITTERS



Burlington

Cabela's



claire's

Columbia Sportswear Company



Crate&Barrel

CVS Health

DELHAIZE AMERICA

Dillard's

DOLLAR TREE

DSW INC.

EXPRESS

FINISH LINE

five BELOW



GameStop  
power to the players

Giant Eagle

H-E-B

HuVee

IKEA

J.CREW

JCPenney

JOANN

KOHL'S

Kroger

Lbrands

LEVI STRAUSS & CO.

LUMBER LIQUIDATORS

meijer

Michaels

NEX  
Navy Exchange

Nike

Oriental Trading Company

PANDORA

AutoPlus Pep Boys

petco  
where the healthy pets go

PETSMART

Publix

QVC

REI

RITE AID

ROOMS TO GO

ROSS  
DRESS FOR LESS

SAVE MART  
SUPERMARKETS

SEARS HOLDINGS

SIGNET  
JEWELERS

STAPLES  
MAKE MORE HAPPEN

TAILORED BRANDS

TJX  
THE TJX COMPANIES, INC.

T-Mobile

TRACTOR SUPPLY CO  
TractorSupply.com

ULTA  
BEAUTY

vf

Wegmans

WHOLE FOODS  
MARKET

RILA

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Senior Vice President,  
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& Deputy General  
Counsel

For membership inquiries  
please contact Kelly Foelber.

**Kelly Foelber**  
Director, Membership  
& Executive Affairs

**email.** [kelly.foelber@rila.org](mailto:kelly.foelber@rila.org)  
**phone.** 703.600.2042

# PRODUCT MANUFACTURER APPLICATION.

**Please complete this form and return by fax to (703) 841-1184.** 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/uploads (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.

## PRODUCT MANUFACTURER MEMBERSHIP DUES INFORMATION

### Please Check Annual Revenue Below:

Annual Revenue	Annual Dues
\$0 - \$500 million	\$2,500
\$500 million - \$1 billion	\$5,000
\$5 - \$10 billion	\$12,500
\$10 - \$25 billion	\$17,500
Over \$25 billion	\$25,000

Dues are determined based on annual revenue. Please refer to the rate schedule below to establish your applicable payment.

For those product manufacturer 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 \$125,000 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@ril.org](mailto:kelly.foelber@ril.org) in order to provide information to the Nominating Committee.

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.

## 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.

Does RILA have your permission to use your company logo on our website in order to recognize your membership in RILA? If yes and your logo is not available on your company website, please send the logo in JPEG and EPS formats to [kelly.foelber@rila.org](mailto:kelly.foelber@rila.org).

Yes, I am sending the logo via email in JPEG and EPS formats.      No, you do not have permission to use our logo.

Yes, please contact: \_\_\_\_\_  
(name) \_\_\_\_\_  
(title) \_\_\_\_\_  
(email) \_\_\_\_\_

Our company is (*check one*):      Product Lines:

Public \_\_\_\_\_  
Private \_\_\_\_\_  
Non-Profit \_\_\_\_\_

<b>Do you have retail outlets? If yes, please list:</b>	<b>Number of Stores</b>	<b>Annual Sales</b>	<b>Number of Employees</b>
1. _____	_____	_____	_____
2. _____	_____	_____	_____
3. _____	_____	_____	_____

## MEMBERSHIP PAYMENT

### 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

### Credit Card:

Please charge my:      VISA      MasterCard      AMEX      TOTAL: \$\_\_\_\_\_

Card #: \_\_\_\_\_ Exp.Date: \_\_\_\_\_ CVC: \_\_\_\_\_

Name on Card: \_\_\_\_\_

Company Name: \_\_\_\_\_

Billing Address: \_\_\_\_\_

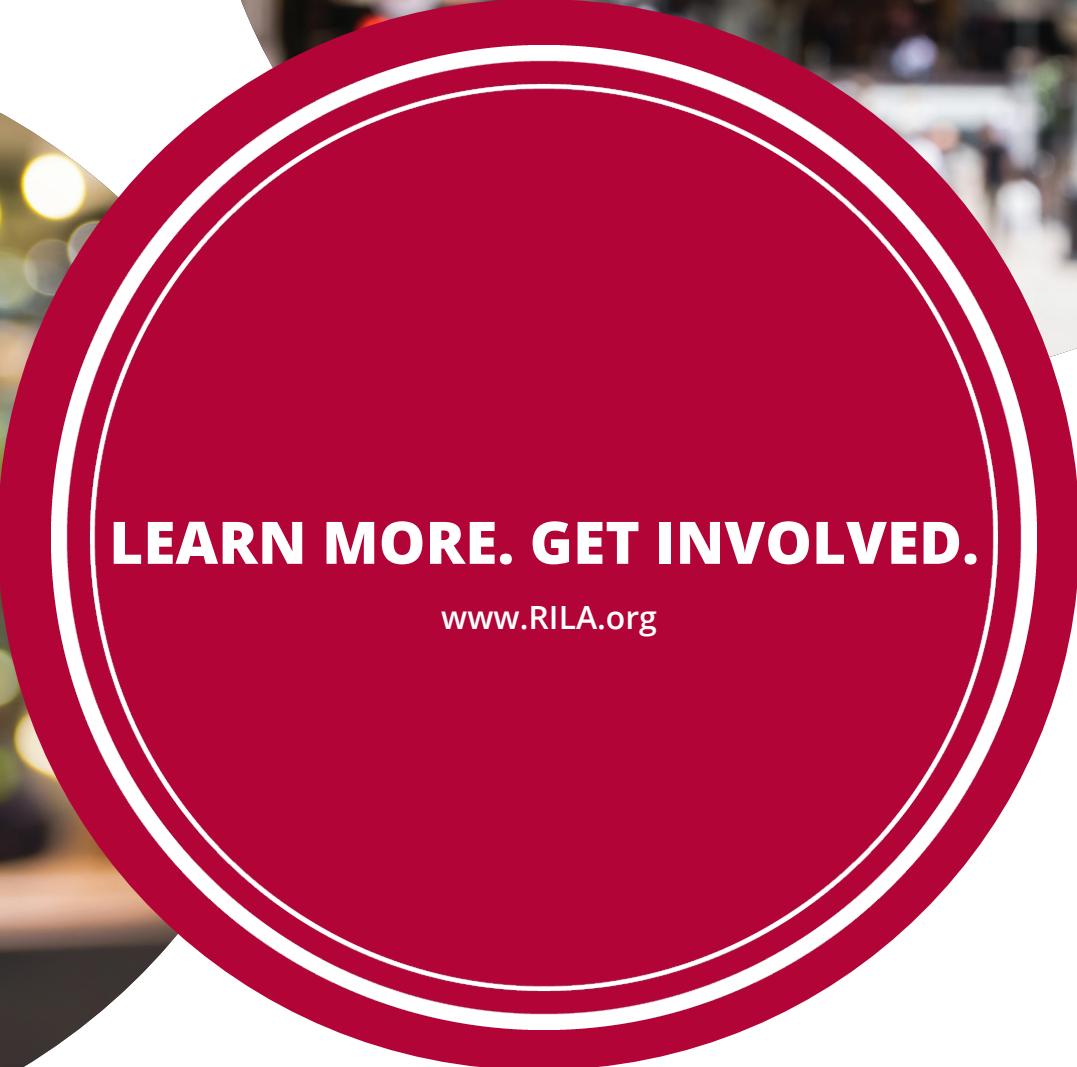
Signature: \_\_\_\_\_ Title: \_\_\_\_\_

Please remit this information to: Retail Industry Leaders Association • P.O. Box 418421 • Boston, MA 02241-8421  
Or by fax to: 703-841-1184

*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: \_\_\_\_\_





**LEARN MORE. GET INVOLVED.**

[www.RILA.org](http://www.RILA.org)

**HEADQUARTERS**

1700 North Moore Street  
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RILA is the trade association of the world's largest and most innovative retail companies. RILA members include more than 200 retailers, product manufacturers, and service suppliers, which together account for more than \$1.5 trillion in annual sales, millions of American jobs and more than 100,000 stores, manufacturing facilities and distribution centers domestically and abroad.