

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

### \*Corie Barry

#### Chair

Chief Executive Officer, Best Buy Co., Inc.

### \*Richard Keyes

#### Treasurer

President & CEO, Meijer, Inc.

### Joel Anderson

Chief Executive Officer

Petco

### Brittany Bagley

Chief Operating Officer &

Chief Financial Officer

Axon

### Shelley Bransten

Corporate Vice President

WW Retail & Consumer Goods

Microsoft Corporation

### Mark Breitbard

President & CEO,

Global Gap Brand, Gap Inc.

### Tracey Brown

Executive Vice President and President,

Walgreens Boots Alliance & Chief Retail &

Customer Officer

Walgreen Co.

### Jon Carson

Senior Vice President

Retail

BlueYonder Group, inc.

### Brian Cornell

Chairman & Chief Executive Officer

Target Corporation

### Ted Decker

Chair, President & Chief Executive Officer

The Home Depot, Inc.

### Mary Dillon

President & CEO

Foot Locker, Inc

### Michelle Gass

President & Chief Executive Officer

Levi Strauss & Co.

### Dave Kimbell

CEO, Ulta Beauty

### Mark LaVigne

President and CEO

Engigizer Holdings, Inc.

### Rodney McMullen

CEO, Kroger

### David Morales

SVP Sales

FedEx

### Erik Nordstrom

CEO, Nordstrom, Inc.

### Joe Preston

President & CEO

New Balance Athletics

### \*William Rhodes

Executive Chairman

AutoZone, Inc.

### Stacey Shulman

VP Network & Edge Computing Group GM,

Health Education, & Consumer Industries,

Intel Corporation

### Steve Smith

President & CEO,

L.L. Bean

### Jill Standish

Senior Managing Director,

Global Retail Consulting Practice,

Accenture

### J.K. Symancyk

President & Chief Executive Officer

Signet Jewelers

### Todd Vasos

Chief Executive Officer

Dollar General Corporation

### Timothy Baer

Counsel to the Board,

Partner

TRB Partners, LLC

### Pamela Stewart

Chief Customer Officer –

Retail North America Operating Unit

The Coca-Cola Company

### Don Unser

President, Thought Leadership Gen

Merchandise/Retail

Circana

### Brian Dodge

President, RILA

*\*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 BENEFITS COUNCIL

The Retail Benefits Council, formerly known as the Health Care Committee, is comprised of senior health and benefits executives, as well as government affairs professionals, focused on operational issues, policy development, and federal regulatory and legislative activities. The group strategizes on employee offerings and how those fit into the 21st century retail workforce.

### 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.



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[RILA.ORG/FOCUS-AREAS/  
PUBLIC-POLICY](https://RILA.ORG/FOCUS-AREAS/PUBLIC-POLICY)

# LEGAL & COMPLIANCE

## COUNCILS, COMMITTEES, AND WORKING GROUPS

### CHIEF LEGAL OFFICERS COMMITTEE

RILA's Chief Legal Officer (CLO) Committee convenes the top lawyer or legal pyramid head. The committee provides an opportunity for the top legal executives of the retail industry to learn from each other and to benchmark at an executive level on strategic issues. The CLO Committee's activities include two in-person meetings each year, an annual survey of retail legal department structures, periodic benchmarking surveys, and 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, strategize and exchange information on retail law challenges, trends, and best practices to enhance legal department effectiveness.

### 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.

### ENVIRONMENTAL COMPLIANCE NETWORK

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.

## 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 a voice to the retail industry in legal proceedings.



**LEARN MORE. GET INVOLVED.**

[RILA.ORG/FOCUS-AREAS/LEGAL-AFFAIRS-COMPLIANCE](https://www.rila.org/focus-areas/legal-affairs-compliance)

# 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.

### TRANSPORTATION & LOGISTICS COMMITTEE

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

### 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.

### DISTRIBUTION COMMITTEE

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

### SUPPLY CHAIN ADVISORY BOARD

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.

## RESOURCES

### LINK RILA's 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.



LEARN MORE. GET INVOLVED.

[RILA.ORG/FOCUS-AREAS/SUPPLY-CHAIN](http://RILA.ORG/FOCUS-AREAS/SUPPLY-CHAIN)

# HUMAN RESOURCES

## COUNCILS, COMMITTEES, AND WORKING GROUPS



### 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.

### 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.

### DIVERSITY & INCLUSION COMMITTEE

RILA's Diversity and Inclusion Leaders Council draws on the collective wisdom, energy and resources of retail leaders to advance workplace and marketplace diversity and inclusion. The initiative is designed by retailers to reflect the unique needs of retailers, support the industry at all points in their D&I evolution, and will emphasize supporting, meaningful progress for retailers rather than a standard definition of success.



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HUMAN-RESOURCES](http://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.

### 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.



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# 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-Atlantic 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.



### RETAIL INNOVATION CENTER

Equips leading retailers to navigate transformation through innovation and reorient the innovation ecosystem toward retail needs. The RIC connects innovative technologies, investors, startups and retail companies by leveraging its RTech Networks.



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[RILA.ORG/FOCUS-AREAS/  
TECHNOLOGY-AND-INNOVATION](http://RILA.ORG/FOCUS-AREAS/TECHNOLOGY-AND-INNOVATION)

# 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.

### CHIEF STORE/OPERATING OFFICERS COUNCIL

Top-level executives who oversee store operations.

summit held on June 30, 2022, bringing together leading retailers and district attorneys' offices from around the country to establish open lines of communication between prosecutors and retailers, identify common challenges, share information on repeat offenders, and work together to identify criminal networks targeting local retailers.



## 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.

### Vibrant Communities Initiative

The National District Attorneys Association (NDAA) and Retail Industry Leaders Association (RILA) have formed a first-of-its-kind national partnership to combat retail crime. The launch of the national partnership follows a successful



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ASSET-PROTECTION](https://RILA.ORG/FOCUS-AREAS/ASSET-PROTECTION)

# SUSTAINABILITY

## COUNCILS, COMMITTEES, AND WORKING GROUPS

### ENVIRONMENT & WASTE COMPLIANCE NETWORK

RILA member forum for education and peer benchmarking focused on environmental compliance issues that are of relevance for the majority of RILA members with an emphasis on waste issues, including more emerging waste compliance issues like packaging extended producer responsibility and recycling mandates.

### 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.

## RESOURCES



The Retail Compliance Center (RCC) provides resources on environmental compliance and sustainability for all types and sizes of retailers. The RCC develops retail-specific resources, tools and innovative solutions, and provides benchmarking opportunities to help companies cost-effectively improve their compliance and environmental performance.



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[RILA.ORG/FOCUS-AREAS/  
SUSTAINABILITY-ENVIRONMENT](http://RILA.ORG/FOCUS-AREAS/SUSTAINABILITY-ENVIRONMENT)



# RETAIL INDUSTRY LEADERS ASSOCIATION

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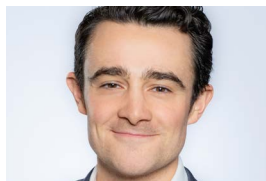
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# RETAIL INDUSTRY LEADERS ASSOCIATION

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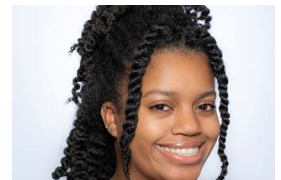
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# RETAIL INDUSTRY LEADERS ASSOCIATION

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# 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.
- AutoZone, Inc.
- Bass Pro Shops Inc.
- Bath & Body Works, Inc.
- Best Buy Co., Inc.
- Big Lots Stores, Inc.
- Blain's Farm & Fleet
- Burlington Stores, Inc.
- Canadian Tire Corporation, Limited
- CarMax, Inc.
- Carter's, Inc.
- Casey's General Store's, Inc.
- Chewy, Inc.
- Chico's FAS, Inc.
- Columbia Sportswear Company
- Costco Wholesale Corporation
- Cracker Barrel Old Country Store, Inc.
- Crate & Barrel Holdings, Inc.
- CVS Health
- DICK'S Sporting Goods, Inc.
- Dillard's, Inc.
- Dollar General Corporation
- Dollar Tree, Inc.
- Express, LLC
- Five Below, Inc.
- Fleetpride
- Floor & Decor
- Foot Locker, Inc.
- Gap Inc.
- Giant Eagle, Inc.
- Hanesbrands Inc.
- Harbor Freight Tools
- H-E-B
- Hibbett Retail, Inc.
- Hy-Vee, Inc.
- IKEA North America Services, LLC
- Inditex USA
- J.Crew Group, Inc.
- JD Sports
- JOANN
- Knitwell Group
- Kohl's Corporation
- L.L. Bean, Inc.
- Lands' End, Inc.
- Levi Strauss & Co.
- Lidl US, LLC
- Lowe's Companies, Inc.
- Lululemon Athletica, Inc.
- Macy's Inc.
- Meijer, Inc.
- Melissa & Doug
- Monro
- Navy Exchange Service Command (NEXCOM)
- New Balance Athletics Inc.
- NIKE, Inc.
- Nordstrom, Inc.
- Office Depot, Inc.
- O'Reilly Auto Parts, Inc.
- Pandora Jewelry LLC
- Party City Holdco Inc.
- Penney OpCo LLC
- Petco Health and Wellness Company Inc.
- PetSmart, Inc.
- Primark US
- Publix Super Markets, Inc.
- PUMA North America
- Qurate Retail Group
- Rack Room Shoes
- Recreational Equipment, Inc. (REI)
- Ross Stores Inc.
- Sally Beauty Holdings, Inc.
- Sephora USA, LLC
- Signet Jewelers
- Southeastern Grocers
- Staples US Retail
- Tailored Brands, Inc.
- Target Corporation
- The Home Depot, Inc.
- The Kroger Co.
- The Michaels Companies, Inc.
- The Lovesac Company
- The Neiman Marcus Group
- The Sherwin-Williams Company
- The TJX Companies, Inc.



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# OUR MEMBERS

## LEADING COMPANIES IN EACH RETAIL VERTICAL

- Tractor Supply Company
- Ulta Beauty, Inc.
- Under Armour, Inc
- VF Corporation
- Victoria's Secret & Co.
- Walgreen Co.
- Walmart Inc.
- Wawa, Inc.
- Wayfair LLC
- Wegmans Food Markets, Inc.
- Williams-Sonoma, Inc.



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# REPRESENTING THE LEADING BRANDS IN RETAIL

## PREMIER MEMBERS



Abercrombie & Fitch Co.



AEO



Crate&Barrel



Dillard's



EXPRESS

FIVE BELOW



J.CREW

JCPenney



JOANN



KOHL'S



LEVI STRAUSS & CO.



LOVESAC

L.L.Bean



macy's inc

meijer

THE MICHAELS COMPANIES



Neiman Marcus



NORDSTROM

Office DEPOT  
OfficeMax



PANDORA

PartyCity



PRIMARK

Publix



qurate  
RETAIL GROUP



ROSS  
DRESS FOR LESS

SALLY BEAUTY



SHERWIN-WILLIAMS

SIGNET  
JEWELERS



STAPLES  
MAKE MORE HAPPEN

TAILORED BRANDS



ULTA  
BEAUTY



VICTORIA'S SECRET

Walmart

Wawa

wayfair

Wegmans

WILLIAMS-SONOMA

## 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

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