What is RILA? The Retail Industry Leaders Association (RILA) is best defined by the companies we represent: America’s leading retailers.

RILA proudly serves the leading U.S. retailers as members. 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 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
- Privacy, Information Security, Technology

RILA continues to grow. We attribute this success to our three core principles:

- **We are Member Driven.** Our board drives the organization, and senior executives on our councils and committees help set our priorities;
- **Service is our Culture.** Serving our members is our primary focus; and
- **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.

“I am grateful for the opportunity to serve as RILA’s chairman and to continue to work with this exceptional group of retail leaders. RILA is a valued partner on which America’s largest and most sophisticated retailers rely to help address the most pressing issues we face.”

**Bill Rhodes**
Chairman, President & CEO,
AutoZone, Inc.
Chairman, RILA Board of Directors
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.

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.

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.

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 brian.dodge@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 christine.pollack@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.

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.

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.

RILA Tax Advisory Council
The RILA Tax Advisory Council (RTAC) 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 and 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.

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.

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

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.

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.

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.

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.

New Jersey TCCWNA Working Group

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.

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.

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.

RESOURCES AND RESEARCH

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 give voice to the retail industry in legal proceedings. For membership information, contact cassandra.horton@rila.org.

Benchmarking
- CPSC Recall Contact List Submission
- Policies for Vendor/Supplier-Funded Trips
- Leading Practices in Compliance and Ethics Training
- Supplier Due Diligence & OFAC/SDN Compliance
- Lithium Battery Regulations
- Environmental Compliance Priorities
- Anti-Money Laundering Training
- Gift Card Escheat Procedures
- Retail Corporate Law Department Structure
- Collaborative Office Space for Legal Department
- “Operations” Functions Within Corporate Legal
- Policies and Procedures on Translation

Webinars
- Hazardous Materials Transportation
- Refrigerants Management
- Federal Insecticide, Fungicide and Rodenticide Act
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.

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.

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.

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.

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.

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.

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.

RESOURCES AND RESEARCH

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.

Benchmarking
- DC Productivity
- Distribution Center Labor Issues
- USWC Port Dwell Times
- Omnichannel
- Warehousing and Distribution Metrics
- Transportation Procurement
- Global Transportation Management
- Adapting to Chassis Management Changes in U.S. Ports
- Automation & Multiple Channel Fulfillment
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.

Health Care Committee
Senior health and benefits executives, as well as government affairs experts, focus 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 christine.pollack@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.

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.

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.

RESOURCES AND RESEARCH

Benchmarking
- Paid Time Off
- 2015 Labor Readiness Seminar
- Upjohn Warnings
- The Use of Probationary Periods for New Employees
- Labor & Employment Committee Survey on Priorities
- Temporary Workers
- Payroll Hours for Employee Training
- Executive Management Employees and Social Media
- HR Organizational Structures
- Training Budget
- Procedures on the Utilization of Drug Tests
- Overtime Hours
- Security Screening
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 kelly.foelber@rila.org.

RILA Tax Advisory Council
The RILA Tax Advisory Council (RTAC) 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 and 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.

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. For more information contact 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.

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.

RESOURCES AND RESEARCH

Benchmarking
- Supplier Due Diligence
- Pricing Compliance Oversight
- Audit Committee
- Inventory Valuation
- Financial Systems
- Website Advertising
- Accounting Practices
- Accounts Payable
- Executive Expenses
- Fraud Monitoring

Webinars
- Revenue Recognition Series: Coupons & Rebates
- Revenue Recognition Series: Loyalty Programs and Rights of Return
- Revenue Recognition Series: Introduction
- Privacy

RESOURCES AND RESEARCH

Benchmarking
- Supplier Due Diligence
- Pricing Compliance Oversight
- Audit Committee
- Inventory Valuation
- Financial Systems
- Website Advertising
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- Accounts Payable
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- Fraud Monitoring

Webinars
- Revenue Recognition Series: Coupons & Rebates
- Revenue Recognition Series: Loyalty Programs and Rights of Return
- Revenue Recognition Series: Introduction
- Privacy
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.

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.

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. Contact nicholas.ahrens@rila.org.

(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.

(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.

(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.

(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.

*Additional membership fees may apply.

RESOURCES & RESEARCH

Benchmarking
- Governance and executive engagement
- Funding/financing for program and projects
- Messaging for CEOs, boards, audit committees and others
- Core privacy program elements
- Data Types/Formats
- Barriers to Information
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.

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.

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.

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.

(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.

Operational Audit Forum
Efficient audit procedures and effective use of resulting data are key to maximizing operational effectiveness. The Operational Audit Forum is an online discussion board that enables asset protection practitioners to exchange information about the entire audit process - development, execution analysis and identification of data driven solutions – and to share leading practices to maximize efficiency and results. Contact 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.

RESOURCES AND RESEARCH

Benchmarking Studies
- Credit Tokenization and AP Investigations
- Data Analytics
- High Shrink Programs
- Phone Scams and Victim Assisted Fraud
- Safety Policies Governing Security Tags in CA Stores
- Self-Check-Out
- Tip Line Programs
- Retention of Internal Case Reports
- Store Closings Due to Recent Protests - Charlotte, NC
- iTunes Gift Card Fraud
- Use of Confidential Informants in ORC Investigations
COUNCILS, COMMITTEES, AND WORKING GROUPS

Sustainability Leaders Council
Senior-most executives responsible for sustainability come together to collaborate on the industry’s advancement toward sustainable consumption. This invite-only group focuses its efforts on creating and developing frameworks, guidance, and joint pilot programs. Contact adam.siegel@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.

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.

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.

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.

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.

RESOURCES AND RESEARCH

Center for Retail Compliance
The Center for Retail Compliance (CRC) is an online, one-stop resource for retailers and stakeholders in the industry to access solutions and information for maintaining compliance with state and federal environmental regulations. This repository provides links to regulations, regulatory guidance, and other useful information; as well as training and industry leading environmental compliance practices. Learn more at www.retailcrc.org or contact tiffin.shewmake@rila.org.

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.

RILA’s 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.

Benchmarking
- Environmental Compliance Priorities
- Environmental Management Systems
- Lithium Battery Regulations
- Retail Energy Management Industry Report
- Energy Project Financing
- RILA REM Program – Renewables
- Responsible Sourcing Industry Report
- Supplier Engagement Report
- Sustainability Industry Report
- Retail Employee Engagement for Sustainability

Webinars
- Hazardous Materials Transportation
- Refrigerants Management
- Federal Insecticide, Fungicide and Rodenticide Act
- The Target Sustainable Product Standard
- Walmart’s Approach To Sustainable Chemistry
- Recycling in Malls
- Green Leasing/Landlord Engagement
- Sustainability Reporting/GRI
- Responding to Nonprofit Campaigns
- Retail and the Circular Economy
The Retail Industry Leaders Association (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.
MEMBER LIST: RETAILERS

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.
Christopher & Banks Corporation
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
Foot Locker, Inc.
Fossil Group, 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.
Lowe's Companies, Inc.

Lumber Liquidators, Inc.
Meijer, Inc.
Navy Exchange Service Command (NEXCOM)
NIKE, Inc.
Oriental Trading Company, Inc.
Pandora Jewelry LLC
Petco Holdings, Inc.
PetSmart, Inc.
Publix Super Markets, Inc.
QVC, Inc.
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 Salon, Cosmetics & Fragrance, Inc.
VF Corporation
Walgreen Co.
Wal-Mart Stores, Inc.
Wegmans Food Markets, Inc.
Whole Foods Market, Inc.
MEMBER LIST: PRODUCT SUPPLIERS

3M Company
American Greetings Corporation
Coats North America
Disney Consumer Products
Energizer Holdings, Inc.
Estee Lauder Companies, Inc.
FGX International
Freudenberg Household Products, Inc.
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
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Nicholas Ahrens
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(703) 600-2033

Dave Koenig
Vice President, Tax
dave.koenig@rila.org
(703) 600-2051

Christine Pollack
Vice President, Government Affairs
christine.pollack@rila.org
(703) 600-2021

Hun Quach
Vice President, International Trade
hun.quach@rila.org
(703) 600-2041

Tripp Taylor
Vice President, Business Development
tripp.taylor@rila.org
(703) 600-2023

Tiffin Shewmake
Executive Director, Center for Retail Compliance
Tiffin.shewmake@rila.org
(703) 600-2070
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/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.

**RETAIL MEMBERSHIP DUES INFORMATION**

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

Please Circle Annual Revenue Below:

<table>
<thead>
<tr>
<th>Annual Revenue</th>
<th>Annual Dues</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under $1 billion</td>
<td>$15,000</td>
</tr>
<tr>
<td>$1 - $5 billion</td>
<td>$25,000</td>
</tr>
<tr>
<td>$6 - $10 billion</td>
<td>$35,000</td>
</tr>
<tr>
<td>$10 - $20 billion</td>
<td>$50,000</td>
</tr>
<tr>
<td>Over $20 billion</td>
<td>$75,000</td>
</tr>
</tbody>
</table>

RILA also offers a Retail Premier Membership for those companies that wish to play an enhanced role in setting the strategic direction and priority of the association, particularly with regard to public policy and retail operations. Members choosing to join the Premier Membership pay flat dues of $350,000 a year.

Premier Members enjoy the following benefits: the opportunity to serve on RILA’s Public Policy Steering Committee to help make recommendations to RILA’s Board of Directors on the key issues facing the retail industry; the opportunity to nominate their president or CEO to the RILA Board of Directors; the opportunity to guide RILA’s research and communication on the value of the retail industry to the national economy; and participation in RILA’s PAC, grassroots and grasstops policy efforts.

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.
RETAIL MEMBERSHIP APPLICATION

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: Please send the logo in JPEG and EPS formats to annie.buckalew@ril.org. Or, provide a contact for RILA to reach out to for logo below.
Logo Contact: ________________________________________________________
(name) (title) (email)

Our company is (check one):
☐ Public  ☐ Retail Chain  ☐ Non-store/Internet Retailer
☐ Private  ☐ Leased Retail Operation  ☐ Manufacturer’s Outlet
☐ Non-Profit  ☐ Other ________________________________

Doing business as (stores or businesses you operate):
1. ________________________________________________________________
   Number of Stores  Annual Sales  Number of Employees
   __________  __________  __________
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: __________