

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

Retail Membership Kit.



**RETAIL INDUSTRY
LEADERS ASSOCIATION**

WHO WE ARE



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

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

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

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

WHAT WE BELIEVE:

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

"Learning from each other has been one of our greatest strengths as an industry. We're all competitors in one form or another, but it's the moments of common purpose and collaboration that truly allow us to do great things as an industry."



— Richard Johnson, President & Chief Executive Officer, Foot Locker, Inc., Chairperson, RILA Board of Directors

CHIEF EXECUTIVE OFFICERS

RILA'S BOARD OF DIRECTORS

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Microsoft Corporation

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Global Gap Brand, Gap Inc.

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Petco Health & Wellness
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President, Walgreen Co.

J.K. Symancyk

President & Chief Executive Officer
PetSmart, Inc.

Timothy Baer

Counsel to the Board,
Partner
TRB Partners, LLC

Brian Dodge

President, RILA

**Executive Committee Member*

RETAIL 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 COMMITTEE

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

TAX ADVISORY COUNCIL

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

TAX COMMITTEE

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

PAYMENTS COMMITTEE

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

RESOURCES

RILA Report: Government

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



LEARN MORE. GET INVOLVED.
[RILA.ORG/FOCUS-AREAS/
PUBLIC-POLICY](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://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.

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.

TRANSPORTATION & INFRASTRUCTURE COMMITTEE

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

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.

DISTRIBUTION COMMITTEE

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

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.

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.

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

HUMAN RESOURCES

COUNCILS, COMMITTEES, AND WORKING GROUPS



RETAIL TALENT 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.

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.

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.



LEARN MORE. GET INVOLVED.
[RILA.ORG/FOCUS-AREAS/
HUMAN-RESOURCES](https://www.rila.org/focus-areas/human-resources)

FINANCE

COUNCILS, COMMITTEES, AND WORKING GROUPS



CFO 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.



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

TECHNOLOGY & INNOVATION

COUNCILS, COMMITTEES, AND WORKING GROUPS



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.

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.



LEARN MORE. GET INVOLVED.

[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 STEERING COMMITTEE

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.

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.



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.



LEARN MORE. GET INVOLVED.
[RILA.ORG/FOCUS-AREAS/
ASSET-PROTECTION](http://RILA.ORG/FOCUS-AREAS/ASSET-PROTECTION)

SUSTAINABILITY

COUNCILS, COMMITTEES, AND WORKING GROUPS

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.

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.

ZERO WASTE NETWORK

Retail waste management professionals convene to advance materials management throughout their supply chains to improve diversion and explore collaboration on the path to a more circular economy. The committee meets monthly via conference call.

RESOURCES



In the past decade, retailers have been fined upwards of \$270 million dollars for hazardous waste and other environmental violations. RILA's Retail Compliance Center is the only resource focused on helping retailers improve environmental compliance and integrate sustainability into their operations. Since launch, the Retail Compliance Center has released state enforcement reports, conducted regional trainings across the country, and developed program management and benchmarking tools for the retail sector. Learn more at www.rilacompliance.org.

ENERGY MANAGEMENT NETWORK

Retail energy managers convene to advance the energy efficiency of facilities and electricity procurement practices – including the economical procurement of renewable and alternative energy. The committee meets once per year in person and bi-monthly via conference call.

ENVIRONMENTAL ADVOCACY COMMITTEE

Comprised of senior-level RILA member company executives responsible for setting environmental policy, EAC participants advise on environmental legislative and regulatory advocacy priorities and policy positions.



LEARN MORE. GET INVOLVED.

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



RETAIL INDUSTRY LEADERS ASSOCIATION

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RETAIL INDUSTRY LEADERS ASSOCIATION

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OUR MEMBERS

LEADING COMPANIES IN EACH RETAIL VERTICAL

- 7-Eleven, Inc.
- Abercrombie & Fitch, Co.
- Academy Sports + Outdoors
- Ace Hardware Corp.
- Advance Auto Parts, Inc.
- Ahold Delhaize USA
- Albertsons Companies
- Aldi Inc.
- Aldo Group Inc.
- American Eagle Outfitters, Inc.
- Apple Inc.
- Ascena Retail Group
- At Home Group Inc.
- Auto Plus Auto Parts & Pep Boys Auto
- AutoZone, Inc.
- Bath & Body Works, Inc.
- Bed Bath & Beyond 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.
- Chewy, Inc.
- Chico's FAS, Inc.
- Citi Trends Inc.
- Columbia Sportswear Company
- Costco Wholesale Corporation
- Cracker Barrel Old Country Store, Inc.
- Crate & Barrel Holdings, Inc.
- CVS Health
- Designer Brands Inc.
- DICK'S Sporting Goods, Inc.
- Dillard's, Inc.
- Dollar General Corporation
- Dollar Tree, Inc.
- Express, LLC
- FabFitFun, Inc.
- Five Below, Inc.
- Floor & Decor
- Foot Locker, Inc.
- GameStop Corp.
- Gap Inc.
- Giant Eagle, Inc.
- Hanesbrands Inc.
- Harbor Freight Tools
- H-E-B
- Hibbett Retail, Inc.
- Hy-Vee, Inc.
- IKEA North America Services, LLC
- J.Crew Group, Inc.
- JOANN
- 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.
- Navy Exchange Service Command (NEXCOM)
- New Balance Athletics Inc.
- NIKE, Inc.
- Nordstrom, Inc.
- Office Depot, Inc.
- Oriental Trading Company, Inc.
- Pandora Jewelry LLC
- Party City Holdco Inc.
- Penney OpCo LLC
- Petco Health and Wellness Company Inc.
- PetSmart, Inc.
- Publix Super Markets, Inc.
- PUMA North America
- Qurate Retail Group
- Recreational Equipment, Inc. (REI)
- Rite Aid Corporation
- Ross Stores Inc.
- Sally Beauty Holdings, Inc.
- Sephora USA, LLC
- Signet Jewelers
- Southeastern Grocers
- Staples US Retail
- Starbucks Coffee Company
- Tailored Brands, Inc.
- Target Corporation
- The Finish Line, Inc.
- The Home Depot, Inc.
- The Kroger Co.



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OUR MEMBERS

LEADING COMPANIES IN EACH RETAIL VERTICAL

- The Michaels Companies, Inc.
- The Neiman Marcus Group
- The Sherwin-Williams Company
- The TJX Companies, Inc.
- T-Mobile, USA Inc.
- 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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RILA.ORG/ABOUT-RILA/STAFF

REPRESENTING THE LEADING BRANDS IN RETAIL

PREMIER MEMBERS



WHO WE ARE

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

TO LEARN MORE, VISIT [RILA.ORG](https://rila.org)

RILA

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