

DIVERSITY & INCLUSION

2019 Annual Report



Inclusive Culture.
Diverse Talent.
Inspired Innovation.



DIVERSITY & INCLUSION AT CORNING

Diversity and inclusion are integral to Corning's belief in the fundamental dignity of The Individual – one of Corning's seven core Values. We are committed to providing an inclusive environment where all employees can thrive. This begins with an understanding that our global workforce consists of a rich mixture of diverse people. Diversity will continue to be a source of our strength as well as a competitive advantage.



“ *The case for Diversity at Corning is simple: it helps us in our quest to continually create a better version of ourselves. It helps us honor our mission to create life-changing innovation. Diversity helps us collaborate more effectively with partners and compete effectively as a global company. It helps drive our growth by ensuring that we attract and maintain the best domestic and global talent. Finally, diversity helps us Live our Values. It is a critical part of who we are...and who we want to be.* ”

– Wendell Weeks
Chairman, Chief Executive Officer, and President

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A Message from Rob France Senior Vice President, Human Resources



...employees are encouraged to bring their unique perspectives to the discussion, for that is what sparks new ideas, strengthens decisions, and helps us develop breakthrough solutions.

Corning steered through some difficult challenges in 2019, but overcoming tough challenges is nothing new for our company. In fact, a central part of our legacy is adapting to whatever headwinds come our way and evolving to be an even stronger company – that’s how we’ve maintained our independence for nearly 170 years.

Our ability to evolve depends on our most important asset, our people. Corning’s diverse global workforce enables us to innovate and develop solutions that help our customers succeed while we pursue our mission to create life-changing discoveries that make the world a better place.

Today, Corning has approximately 50,000 employees who are spread across Asia, Latin America, Europe, and North America. We are proud to have a workforce that represents many diverse cultures, backgrounds, and experiences, for we know that our diversity is one of our greatest strengths and a strategic advantage. We foster an inclusive culture in which employees are encouraged to bring their unique perspectives to the discussion, for that is what sparks new ideas, strengthens decisions, and helps us develop breakthrough solutions.

This Annual Report summarizes the 2019 highlights from our ongoing diversity and inclusion journey. Here are a few noteworthy accomplishments:

- Maintained 100% pay equity, inclusive of experience and performance, in the U.S. and achieved it in China, Taiwan, and Mexico. Work continues to expand these practices globally with the goal to have 100% of our salaried workforce included in our annual analyses by 2021.
- Continued to make progress in increasing Diversity in Leadership. While there is more

work to be done, we can be proud that we have achieved the following gains since 2006:

- Corning Management Group (CMG): 23% to 45% diverse. Today there are more CMG women than ever before.
- Corporate Officers: 8% to 23% diverse.
- Division Teams: 24% to 52% diverse.
- Added Corning Korean Community as our newest Employee Resource Group (ERG) and expanded chapter locations for many other ERGs throughout the regions where we operate.
- Received prestigious recognition including the Human Rights Campaign Western New York 2019 Corporate Equality Award. We were also named a Top Supporter of Historically Black Colleges and Universities, a Top Employer in China, a “Best Place to Work” by the American Association of People with Disabilities and Disability:IN, a Best-of-the-Best company by the National LGBT Chamber of Commerce and its partners in the National Business Inclusion Consortium, a Diversity Leader Award recipient from Profiles in Diversity Journal, and one of the Top LGBTQ+ Friendly Companies by Black EOE Journal.

I encourage you to explore the full report to learn more about these and other diversity and inclusion initiatives Corning undertook last year. These efforts reflect our Values, contribute to the quality of our working environment, and help our company succeed.

Rob France

A Message from Dana Moss

Division Vice President, Chief Diversity & Inclusion Officer



As you will learn in the pages of this annual report, 2019 was another important year in Corning's storied diversity and inclusion (D&I) journey that began more than 50 years ago. Kudos to all employees for doing their part to contribute to everything that we have accomplished together. I am confident that we will build on the journey each and every day as we remain committed to living Corning's Values, Valuing the Individual, and sustaining our inclusive culture across all of our locations worldwide.

Looking ahead, an immediate priority is to amplify our efforts to increase diversity in leadership at Corning. We want our leaders to reflect the profile of our global employees because it makes our company stronger and allows employees to see themselves represented in the highest levels of the organization.

To that end, our strategy is to focus on diverse talent management globally to ensure emerging leaders representing all dimensions of diversity are provided the growth opportunities they need to prove themselves and advance as high as their aspirations reach. This will require close and continuous collaboration between Corning's business leaders, Human Resources, and the Office of Global Diversity and Inclusion. I look forward to leading those efforts and to celebrating the results they bring.

In the meantime, enjoy reviewing this annual report and thank you for all you do to support diversity and inclusion at Corning!

A handwritten signature in black ink that reads "Dana".

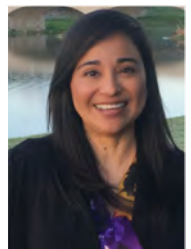
Dana Moss

Leader Perspectives on Diversity & Inclusion



"As Corning continues to expand its operating footprint in Asia, applying its diversity and inclusion principles to our international teams is more important than ever. My mission, as an experienced HR leader, is to unify our global organization as "One Corning," maintaining a culture in which all employees can reach their potential. Throughout my Corning career, the company has provided me with many opportunities to live and work in different regions. This has enabled me to assimilate quickly to various cultures and to collaborate successfully with the world-class talent that makes us great. Working with teams in the U.S. and Asia has given me a broader international vision that I bring to everything we do in human resources. Honoring diversity and inclusion will always guide our daily operations, encouraging us to respect and accept differences while focusing collectively on achieving global objectives."

Evelyn Su
Director, Human Resources, Corning Glass Technologies

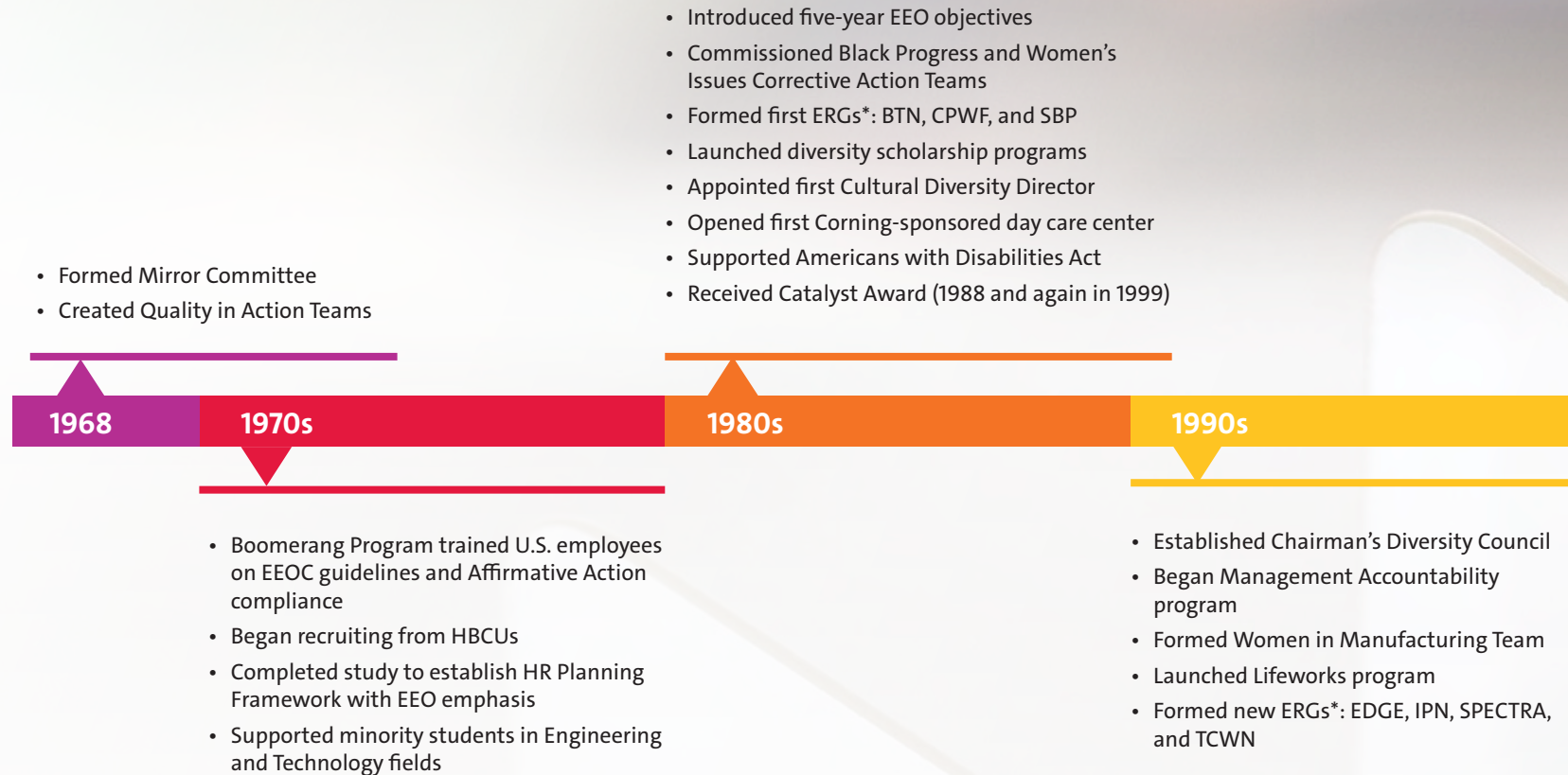


"I live Corning's diversity every day as a global leader representing Latin America. In my role, I have a true sense that I am living locally and working globally as I connect with colleagues around the world. In our inclusive work environment, we leverage our differences and learn from each other. Together we are able to accomplish great results. My career at Corning has been a profound experience for my professional and personal development. I have embraced the challenges and celebrated the successes along the way, and I am proud to be a part of the Corning family. Our Values connect us all, and our commitment to diversity and inclusion feels as natural as breathing."

Lisda Hinojosa
Global HR Director, OCS Manufacturing

Diversity Timeline

Corning made a formal commitment to diversity more than 50 years ago. What began in 1968 as a U.S.-centered, compliance-focused effort today has grown into a celebration of diversity and inclusion on a global scale. Here are key milestones from our diversity and inclusion journey.



- Established Global Diversity Office
- Created Diversity Network
- Launched Diversity in Leadership initiative
- Formed EMEA Diversity Council and Asia Talent Council
- Formed new ERGs*: BGC, CCA, CPN, MTE ALG, and NAC
- Corporate priorities include “Valuing The Individual”
- Launched Cultural Navigator tool and Efficacy of Leadership training
- Received numerous Women of Color STEM and Black Engineer of the Year awards
- Recognized as a Top Supporter of HBCUs (2002 and every year since)
- Scored 100 on the Corporate Equality Index and recognized by the Human Rights Campaign as a “Best Place to Work” (2005-2018)
- Received Percy Julian Award (2006 and again in 2012)

2000s

2010s

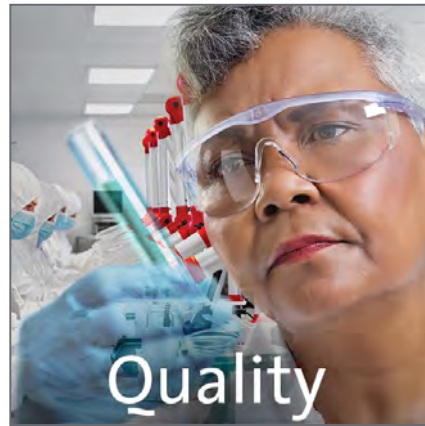
- Conducted Global Diversity Survey and defined new D&I Strategy
- Achieved 100% pay equity in the U.S., China, Taiwan, and Mexico; continued global expansion of program
- Increased diverse representation in the MC, CMG, Board of Directors, and Division Teams
- Increased Asian leadership in region from 40% to more than 90%
- Launched UP2 Women’s Initiative
- Signed the amicus brief supporting marriage equality in the U.S.
- Formed new ERGs*: ADAPT, APN, CFSN, CKC, C-VETs, and GLO
- Received numerous Women of Color STEM and Black Engineer of the Year awards
- Recognized in the NGLCC Best-of-the-Best list (2016 and every year since)
- Received AT&T Supplier Diversity Crystal Award (five times) and other supplier awards
- Named a “Top Employer in China” by the Top Employers Institute (2018 and every year since)
- Awarded “Best Employers of Asian Pacific Americans” and “Best Company for Mentoring” by the Asia Society
- Received “Steps to Success” award from Disability Matters North America
- Participated in the 2019 Human Rights Campaign Corporate Equality Index
- Scored 100 on the Disability Equality Index and recognized as a “Best Place to Work” by the American Association of People with Disabilities (2018 and 2019)

*See page 16 for details on each Employee Resource Group.

DIVERSITY & INCLUSION

The Corning Values

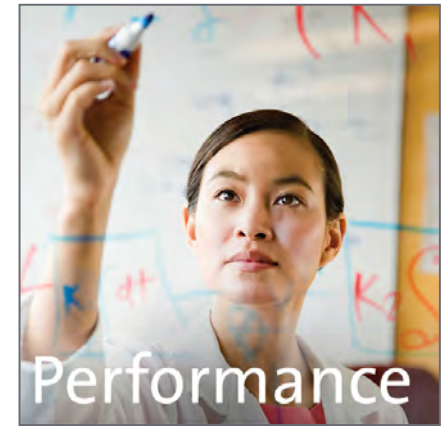
Corning's Values are the key to our business success, a source of pride and excitement for our employees, and the factor that ultimately sets us apart from our competitors. In short, we believe that how we do things is as important as what we do. That is why we believe in "all seven, all around the world, all the time." The following statements express how Diversity and Inclusion are intrinsic to all seven Values.



Total Quality is the guiding principle of Corning's business life. To deliver Total Quality, we need to understand, anticipate, and surpass the expectations of our customers. To truly accomplish that, our teams must reflect the dimensions of diversity embodied in our global customers and suppliers. We succeed when our diverse teams collaborate, continuously refine, and improve by learning from each other's experiences and by encouraging every individual to contribute fully.



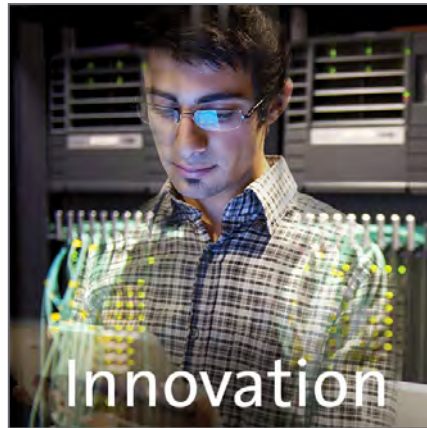
Integrity is the foundation of Corning's reputation. As a company, we are committed to acting lawfully, ethically, and fairly, and to maintaining the trust of all our stakeholders. Individually, how we treat each other is intrinsic to our personal and professional integrity. As they relate to diversity and inclusion, honesty, decency, and fairness mean we respect all people, include all people, and demonstrate with our actions every day that we are committed to welcoming each employee's whole self to the workplace.



Providing Corning shareholders a superior long-term return on their investment is a business imperative. We recognize the proven business case that diversity and inclusion are key drivers of profitable growth and a positive return on investment. By welcoming diversity of thought and experience, and developing an inclusive culture where people feel encouraged to contribute, we are able to fully realize the competitive advantage of our people. And it is our people who have enabled our performance for nearly 170 years.



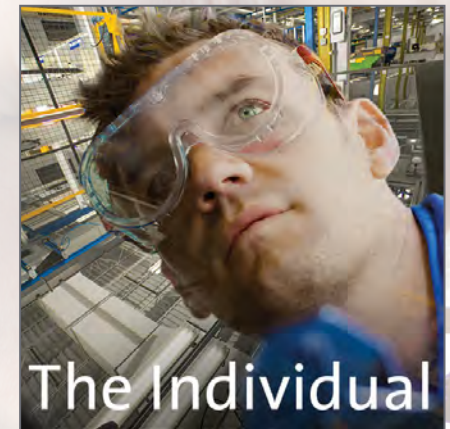
Corning is a leader, not a follower. A focus on diversity and inclusion is essential in charting Corning's course for continued leadership in our markets and businesses. Within our company, our leaders recognize that it is only in embracing all of the dimensions of diversity at every organizational level and in sustaining an inclusive work culture that we will fully capitalize on the potential of our people.



Corning leads primarily by technical innovation and shares a deep belief in the power of technology. Very few companies can lay claim to nearly 170 years of history of producing life-changing inventions. Corning's commitment to innovation is unwavering, and we know that successful global innovation depends on diversity of thought, experience, background, and the unique traits of individuals working in a collaborative, inclusive culture. We also know that from diverse talent come diverse ideas that drive the next great innovation.



Corning cherishes — and will defend — its corporate freedom. We also respect and cherish the freedom of individuals to express themselves in an open, collaborative environment. When people are encouraged to engage in independent thought and invited to share their ideas and collaborate, inspired and innovative products and services result.



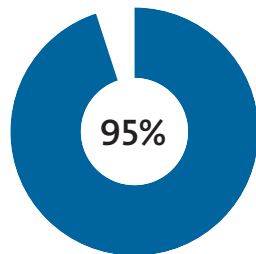
We know that, in the end, the commitment and contribution of all our employees will determine our success. Corning believes in the fundamental dignity of the individual. Accordingly, we value the unique ability of each individual to contribute, and we intend that every employee shall have the opportunity to participate fully, to grow professionally, and to develop to his or her highest potential. The Individual is perhaps the distinguishing Value that helps set Corning apart as a desirable place to work.

2019 Snapshot

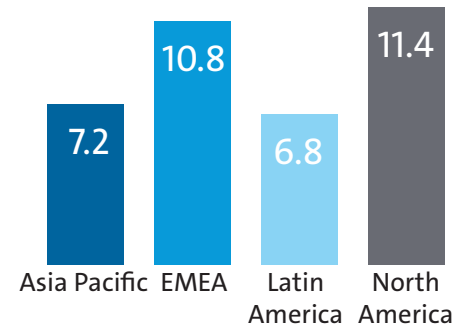
Total Global Employee Population: 50,400



Global Salaried Employee Retention Rate[§]

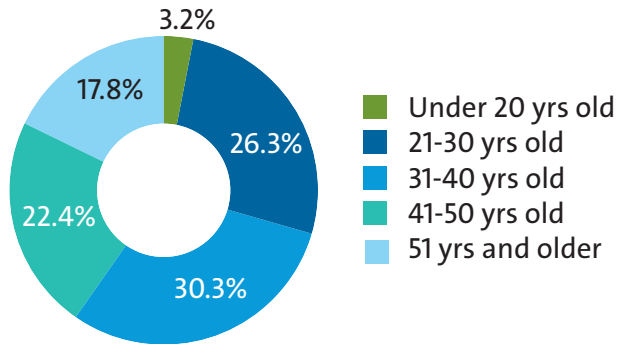


Average Years of Service[§]

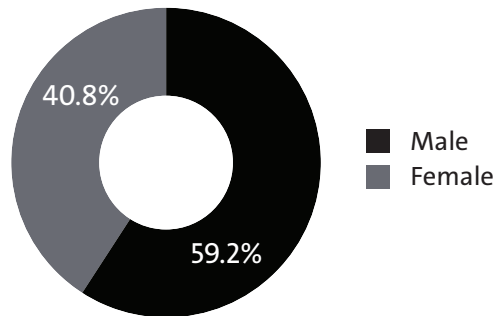


Employee Demographics

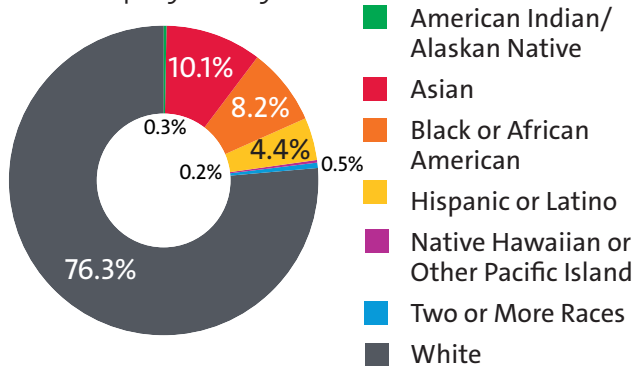
Employees by Age[§]



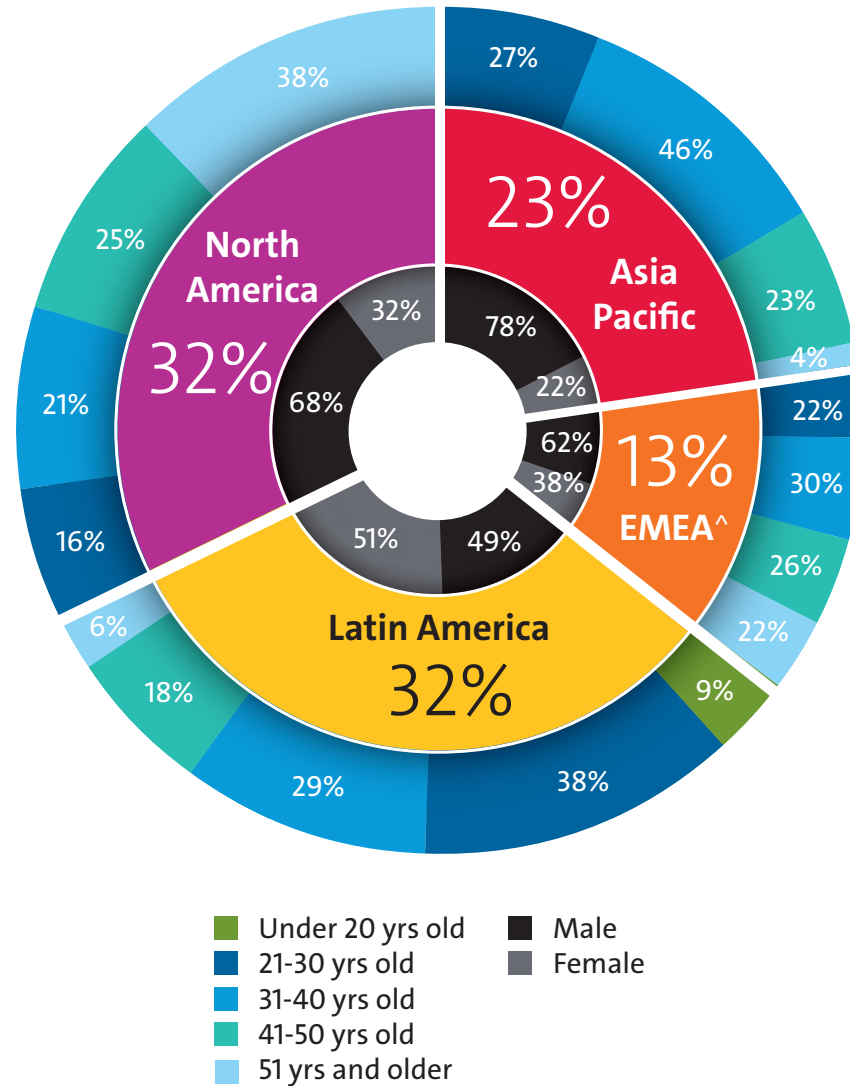
Employees by Gender[§]



U.S. Employees by Race[§]



Employees by Region, with Age and Gender by Region[§]



* Map designates countries with locations of 10 or more employees.

[^]Pursuant to an agreement with shareholder Holy Land Principles, the following is a breakdown of the workforce of Corning's subsidiary MobileAccess, Inc. in Israel-Palestine: Executive/Senior Level Officials and Managers Non-Arab: 1 Arab: 0, First/Mid-Level Officials and managers Non-Arab: 31 Arab: 0, Professionals Non-Arab: 52 Arab: 0, Technicians Non-Arab: 1 Arab: 0, Sales Workers Non-Arab: 0 Arab: 0, Administrative Support Workers Non-Arab: 1 Arab: 0, Craftworkers Non-Arab: 0 Arab: 0, Operatives Non-Arab: 0 Arab: 0, Laborers and Helpers Non-Arab: 0 Arab: 0, Service Workers Non-Arab: 0 Arab: 0. The absence of Arab employees is due largely to MobileAccess Inc.'s size, geographic location, and specialized workforce.

[§]Only includes data from True Blue, Corning's HR platform.

Spotlight:

The UP² Initiative

“I believe the world is a better place when women’s voices are heard. I believe companies are more successful when women are allowed to reach their full potential. I believe it is UP² us to identify, develop, and promote women in the workplace. I pledge to help women succeed at Corning.”

This is the pledge that Corning encourages women in the company to take as part of its UP² Initiative, which is sponsored by the women of the Corning Management Group (CMG). Through UP², Corning is mobilizing the top women of the company to mentor at least two other women, who in turn will coach two other women, and so on.

In 2019, leadership of the initiative was assumed by Kim Hartwell, senior vice president, chief commercial officer, Corning Optical Communications, and Lydia Kenton Walsh, vice president, Commercial Operations, Corning Life Sciences, both members of the CMG. Together they are developing a refreshed strategy and brand for the initiative, to be rolled out in 2020.

“We are excited to be leading UP²,” said Kim. “It is a privilege to guide the evolution of this highly successful initiative to the next level. There are so many great opportunities for women who work at Corning and this program plays a vital role in motivating our female leaders to pay it forward by helping other women advance their careers.”

Adds Lydia, “Already, hundreds of women at Corning have been impacted by UP² through 1:1 mentoring, networking, sharing best practices, and participating in regional UP² events. We know there is tremendous potential to expand that reach and to leverage the collective wisdom and experience of our top women to help develop the next generation of female leaders at Corning.”

Since its founding in 2013, UP² events have been held in many of Corning’s global locations and in most of the company’s businesses. Highlights from 2019 include:

- An April event held in Shanghai attracted employee participants from the surrounding regions. It was hosted by CMG member Cheryl Capps, vice president, Global Supply Chain, and featured a keynote speech by Chris Hamer, director of human resources, Corning International and Asia. Participants joined in group discussions on a variety of topics.
- In October, women leaders in the Advanced Optics division held a networking and mentorship seminar for their female colleagues. The event was co-hosted by CMG member, Cassandra Taliaferro, division vice president and commercial director, and Andrea Fischer, division HR manager. The agenda featured a keynote speech from Lisa Ferrero, retired chief administrative officer, and a diverse female leadership panel. The panelists’ mix of backgrounds and functional areas allowed attendees to relate at many stages of their careers. Women were able to share and engage in best practices, success stories, and helpful advice.



The mission of the UP² Initiative reflects Corning's Values, especially Valuing The Individual, as well as our commitment to diversity and inclusion. Likewise, leveraging women's talents is an essential component of our Talent Management strategy and fostering an environment in which they can succeed is fundamental to our culture.



The UP² Initiative

Unite and Prepare Together

Spotlight:

Corning Family Support Network (CFSN)

One of Corning's newest Employee Resource Groups is the Corning Family Support Network (CFSN), founded in late 2017 to support and advocate for Corning employees and their families. The idea of this support network began as a grassroots initiative with a focus on helping expecting parents, but in the past two years, the network's concerns have expanded.

The core team called themselves Baby Onboarding (BOB), now a "Community of Interest" (COI) for the wider group. Members pulled together information on Corning's current policies and programs in a handy book for expecting parents that is continually updated. As part of this initiative, CFSN reviews the company's current maternity leave policy and also researches policies within other top U.S. companies as benchmarks.

Appreciating that this is an issue affecting many Corning families, another early COI organized by CFSN is elder care. The group worked for nearly a year to assemble its Elder Care Resource Book, available to all Corning employees, which offers a wealth of information concerning care for Alzheimer's patients and in-home elder care, as well as commonly misunderstood legal and financial issues.

An additional COI is adoption and fostering. Initiated in 2019, the ERG plans to expand this community in 2020, and to continue to sponsor and support a local organization which serves youth and families in crisis from 10 counties in the Southern Tier and Finger Lakes regions of New York State. The organization operates numerous group homes, provides foster care, and offers preventive and

school-based services. CFSN also plans to launch a new solo parenting community of interest early next year, and to work on a work/life balance mentorship initiative. See page 22 for additional activities undertaken by CFSN in 2019.

The CFSN team maintains a particularly robust Blue Line group page, using it to support its communities, announce events, and share ideas and information. An early CFSN member had this to say about the group's Blue Line page: "The support that I need at work is in the form of a network of like-minded people. To be able to speak to people that are going through the same situations at the same time is invaluable."



CORNING

Family
Support
Network

Spotlight:

Indian Professionals Network (IPN)

The annual celebration of the Diwali festival is one of Sullivan Park's most popular events. For the past 14 years, this 2,500-year-old Hindu festival celebrating the victory of light over darkness, good over evil, and knowledge over ignorance, has been organized by the Indian Professionals Network (IPN).

IPN's wider mission is to further advance its membership through leadership, career, and professional development of Indian-origin Corning employees. The group also strives to offer culturally enriching opportunities Corning Employees and the Corning community.

For the past few years, the group has also focused on hosting immigration information sessions for employees. It has worked extensively with Joan Kane, director, Global Immigration & HR Compliance, to foster and promote lines of communication between supervisor and employee on issues relating to Human Resources, and the understanding of both national and corporate immigration policy. IPN felt that this initiative was so successful that it awarded Joan its 2019 Diversity Excellence Award (see page 44). This award is public recognition for an individual, regardless of job function, who has led by example in contributing towards the professional development of employees of diverse origins, for being a strong advocate of ethnic diversity initiatives, and helping to resolve challenges encountered by employees of international origin.

Since its 2018 rebranding as IPN, this resource group has focused on recruiting and welcoming new employees, particularly those of Indian origin. It launched a "Welcome to Corning" initiative for new Indian employees. IPN members and leaders

have informally participated in job candidate interviews, and organized informal social gatherings to facilitate interaction between those recent hires and the Leadership team.

In 2019, the group worked to build a thriving Blue Line community and has used that platform to reach out to new employees on an individual basis, inviting them to share informal meals and networking opportunities, in an effort to ease their transition into the Corning workplace community. IPN also participated in the first Corning IT Diversity Fair where they hosted an information booth, along with 14 other Employee Resource Groups.

The logo consists of the word "CORNING" in white, uppercase, serif font, centered within a solid black rectangular background.

CORNING

Indian
Professionals
Network



Employee Resource Groups: Inclusion, Connection & Action

Corning's Employee Resource Groups (ERGs) are voluntary, employee-led groups that foster a diverse, inclusive workplace aligned with the company's Values, objectives, and business practices. Our ERGs represent vital employee constituencies and every group is open to any employee who wants to join.

Being a member of a Corning Employee Resource Groups is an excellent way for new and not-so-new employees to meet each other, network, and integrate themselves into our unique corporate culture. Other benefits of membership include taking advantage of professional development and training opportunities as well as helping the company recruit and retain employees.

Each ERG chooses their own leaders who work with members to develop and meet their annual objectives. Additionally, most ERGs have an executive sponsor, who is typically a senior leader or mid-level manager at Corning. Employee Resource Groups contribute to Corning's success by:

- Fostering an inclusive environment.
- Helping to recruit and retain diverse talent.
- Raising awareness around important issues.
- Working with the company to adopt new policies, services, and professional development opportunities.
- Sponsoring cultural activities that engage the broad employee population, which increases cultural understanding and enhances working relationships.

Employee Resource Group Highlights from 2019

Corning's ERGs continued to expand globally, reaching a total of 62 chapters and locations throughout the regions where we operate. They were involved in a variety of activities focused on professional development, recruiting, cultural celebrations, mentoring, advocacy, and community outreach. In many instances they collaborated with each other in the planning and delivery of these events. Each group is profiled on the pages that follow.

Mission:

Advocate for Corning employees whose lives are affected by disability, to enhance employee performance, and enrich their experience. Through education on accommodations and resources, we help create an empowered, inclusive, motivated workforce and increase employee retention.

2019 Accomplishments by Chapter / Location

ADAPT Corning, NY

- Organized information sessions to help increase awareness about disability resources and reduce stigma associated with disabilities in the workplace.
- Assisted company to maintain its perfect score on Disability Equality Index.
- Aided with:
 - Locating aids and supports for persons managing the loss of sight and hearing.
 - Connecting potential and current employees who have children with disabilities to the area school district resources.
 - Connecting people to information about disability leave.
 - Connecting people with others at Corning managing similar disabilities or situations.
 - Advocating for employee accommodations.
- Developed and implemented an advocacy framework with a focus on diabetes by:
 - Partnering with Food Service to increase diabetes awareness as a topic at events, in materials, and on the Blue Line.
 - Presenting on diabetes awareness as a safety moment at Communications meetings.
 - Partnering with Health Services on several initiatives around diabetes.
 - Raising money for a Corning employee at the Juvenile Diabetes Research Foundation One Walk.
- Obtained funding to begin development of a Self-Advocacy Toolkit.

ADAPT EMEA

(Includes locations in Vordingborg, Denmark; Berlin, Germany; and Strykow, Poland)

- Held two blood donation events in Berlin and one in Strykow.
- Organized a “LeaveNoOneBehind” event on World Down Syndrome Day.
- Held an electro-trash collection event in Strykow to benefit a local preschool.
- Hosted a bake sale and collection in Berlin for a local charity.



CORNING | Administrative Professionals Network

Mission:

The Administrative Professionals Network provides growth and development through networking, best practice sharing, and skill development. The group strives to support members both professionally and personally.

2019 Accomplishments

- Held kickoff luncheon for 80 attendees.
- Sponsored a talk by a local mentoring consultant for 60 attendees.
- Conducted a plant tour at the Big Flats, NY, facility.
- Hosted several career development workshops with topics including Box training, emotional intelligence, networking, and presentation skills.
- Built a SharePoint site and grew its Blue Line presence.
- Co-hosted a guest speaker event, along with CPWF, SBP, and TCWN.



CORNING | Black Growth Council

Mission:

Promote the growth, success, and retention of Black and other diverse employees by providing support, tools, and an understanding of the Manufacturing, Engineering & Technology (MTE) environment. We identify issues and provide solutions for the common challenges faced by employees of Corning.

2019 Accomplishments

- Attended the 2019 National Society of Black Engineers (NSBE) Convention in Detroit to drive the recruitment and retention of Black employees.
- Mentored three interns.
- Continued sponsor Corning's Toastmaster group, which was selected as Toastmaster Distinguished Club (three years in a row), as Area Distinguished Club, and as President's Distinguished Club.
- Hosted a World Kitchen plant tour and an HR session on talent management.
- Conducted quarterly member meetings with invited speakers from various Corning businesses.
- Continued to sponsor the "African American Read-In of the Southern Tier of NY" coordinating 60+ volunteers who read in 260+ classrooms and connected with over 4,900 students in seven local school districts/systems.
- Led planning and execution of the Corning 2019 Black History Month events, in collaboration with BTN and SBP.
- Led planning and execution of the Annual Intern Picnic for all Corning interns, in collaboration with BTN and SBP.



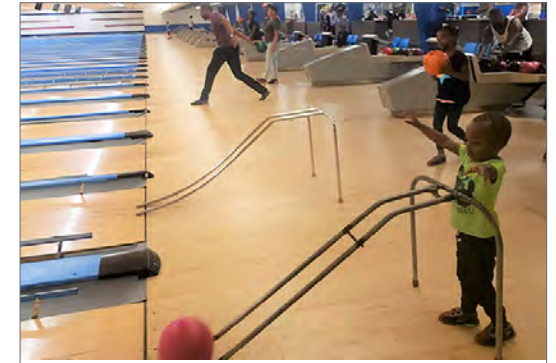
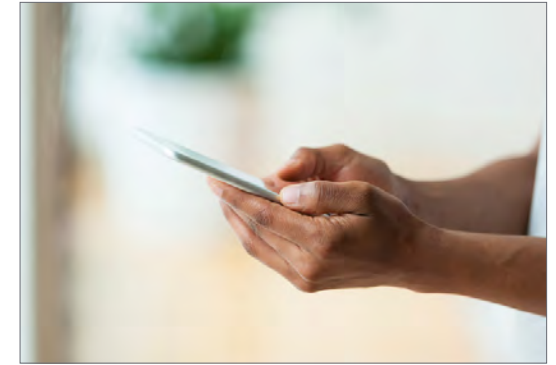
CORNING | Black Technology Network

Mission:

To further advance Corning's global leadership and development of innovation by advocating the recruitment, career development, and advancement of Black employees in the Technology Community, while culturally enriching the Corning communities at large.

2019 Accomplishments

- Supported partnership programs with Historically Black Colleges and Universities (HBCUs) and Minority Serving Institutions (MSIs): Howard University, Jackson State University, Atlanta University Center, and City College of NY by participating in campus visits and student program reviews; a BTN member was an invited speaker at the International Computational Chemistry Trends Conference at Jackson State University.
- Provided sponsorship for the Purdue University chapter of National Society of Black Engineers.
- Sponsored initiatives by the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE) and participated in that organization's career fair.
- Co-sponsored a booth at Detroit's NSBE career fair and provided a hospitality suite for prospective Corning applicants.
- Participated in a panel discussion on career paths at the career fair of the National Society of Black Physicists (NSBP) in Providence, RI.
- Hosted a technical invited speaker series at Sullivan Park.
- Participated in a panel discussion at Binghamton University on Employee Resource Groups in the workplace, and spearheaded a visit and tour of Sullivan Park by University members, sponsored by the Office of STEM.
- Engaged with the local community through (1) giving presentations at a local Middle School for STEM Day and a Community College, (2) participating in local holiday charity events, and (3) co-sponsoring the annual Martin Luther King Breakfast with the NAACP organization.
- Participated in a panel discussion and tour for New Visions Engineering program.
- Hosted, along with BGC and SBP, an intern welcome luncheon at Sullivan Park and co-sponsored an intern summer picnic.
- Co-sponsored with BTN and SBP several Black History Month programs.
- Co-sponsored a recognition event for BTN members who were named by BEYA as 2019 Modern Day Technology Leaders (see page 42).
- Supported group members by holding a general body retreat, BTN's annual Holiday and Recognition Dinner, and a family game night bowling event.



CORNING | Chinese Association (華人協會)

Mission:

The Corning Chinese Association shares the Chinese culture and works to facilitate networking and personal/professional development for Chinese employees at Corning and those who are interested in Chinese culture.

2019 Accomplishments

- Improved members' professional development by:
 - Initiating a career development series which provides a platform for senior members from the community to share experiences.
 - Co-sponsoring, with several other ERGs, a "Dialogue with International Leaders," an immigration information seminar, and a mentoring workshop.
- Supported talent retention by hosting a dinner for summer interns of Chinese origin.
- Encouraged member engagement with quarterly newsletters and by conducting a member survey to solicit feedback and identify new member needs.
- Sponsored member activities such as clubs for basketball, tennis, photography, and badminton.
- Supported Corning China businesses by inviting leaders to speak on Auto Glass and Display Technology; provided reception and translation support.
- Promoted Chinese cultural awareness by hosting a Chinese New Year celebration, a summer picnic, and a mid-autumn festival, as well as providing a team for a local Dragon Boat race for charity.



CORNING | Family Support Network

Mission:

CFSN is focused on supporting and advocating for employees and their families. Through the cycle of life, from expecting to dealing with elder care, CFSN strives to ensure employees: (1) can find the resources and information they need (both internally and externally), when they need it; (2) have a support network to ask questions, as well as to help others coping with the same type of home/life experiences; (3) have outreach opportunities in the community, making it a better place to live; and (4) have a voice in the company, advocating for improvements to family related policies and benefits.

2019 Accomplishments

- Held its signature family picnic.
- Co-sponsored with CPN a family bowling and networking event.
- Hosted three Lunch-and-Learns on family nutrition.
- Sponsored a series of eight “Let’s Be Honest” workshops facilitated by Planned Parenthood on sex and sexuality education for children.
- Organized a Resource Fair on adoption and fostering, and collected material for SAFE, a community non-profit that works with emergency first responders dealing with children.
- Co-sponsored with CPWF the annual “Take Your Child to Work Day.”
- Worked to support a local food pantry, providing material and technology to improve communications.
- Established and continue to build a robust Blue Line community.



CORNING | Korean Community (코닝한인회)

Mission:

The Corning Korean Community organizes events and networking opportunities to connect employees, increase awareness of Korean culture, and help retain current Korean employees and recruit future employees.

2019 Accomplishments

- Organized a “Taste of Korea” event at Sullivan Park, which included an employee information booth for business in Korea.
- Participated in the EDGE Annual Event with an information table.
- Held a Korean Thanksgiving celebration.
- Held a dinner for summer interns and a charity fundraising event with the proceeds donated to the Dolly Parton Imagination Library through the United Way.
- Created a local information book for CKC members, published two newsletters, and set up a Blue Line group.



CORNING | Professional Women's Forum

Mission:

Champion an environment in which all professional women have an opportunity to achieve their full career potential by encouraging self-development, leadership skills, and outreach through an open forum.

2019 Accomplishments by Chapter / Location

United States Chapters

CPWF Corning, NY

- Added three new chapters including Japan, Union City, CA, and Concord, NC, expanding CPWF's global footprint to nearly 25 chapters worldwide with more than 500 members.
- Launched a Blue Line group, with sub-groups for global chapters.
- Hosted a Women's History Month celebration, with both Corning leaders and outside experts who spoke about the power of words, how to be resilient in business, and how to express confidence, leadership, and communication skills in life and the work setting.
- Sponsored the annual intern luncheon with a panel discussion of Corning employees to discuss opportunities, experiences, and their personal journeys at Corning.
- Hosted a private reception with a local artist whose exhibit, "Dirty Laundry and Other Women's Work," explored the evolution of women's roles in society through a unique fiber art installation.
- Collaborated with Global Security to host a "Non-Violent Workplace at Corning" event with a renowned FBI profiler to discuss warning signs, the escalation process, and the connection between domestic and workplace violence.
- Held a "Finance 101" seminar to discuss Corning's key financial statements, how daily operating decisions impact the bottom line, and why managing cash flow is a priority.
- Hosted a "Women and Negotiations" session with a business consultant and senior lecturer at Cornell University to explore why women negotiate less than men, how stereotypes and unconscious bias conspire to make negotiation a dangerous proposition for women, and how these issues can be overcome.



CPWF West Coast, CA

- Held chapter launch party at both West Coast sites.
- Hosted two Lunch-and-Learn sessions on communication and culture, and how to get involved with ERGs.
- Launched a quarterly newsletter sent to all employees at both sites, achieving positive feedback on event communication.
- Participated in a United Way Fun program at a local elementary school learning program for academically and financially at-risk children and families, which addresses summer learning loss and the achievement gap between low-income students and their middle/upper-income peers.

CPWF Harrodsburg, KY

- Held an annual Intern Welcome Lunch at the plant, which featured presentations about Corning's ERGs (including CPWF) and entering a career after college.
- Participated in a negotiation workshop which included practical approaches for planning and executing a negotiation, as well as key behavioral aspects, body language, and cultural considerations when negotiating.
- Co-sponsored, along with the Finance department, a financial management course where participants learned about business financial statements, finance terminology, how daily activities in manufacturing affect profitability, ways to evaluate growth strategies, and cost-reduction opportunities to maximize value to the business.

CPWF Fairport, NY

- Grew membership to 80+.
- Hosted seven Lunch-and-Learn events, with topics including bee keeping, fencing, gender communications, women's history, and women in the military.



- Organized a family picnic event.
- Raised over \$2,000 for a local charity.
- Hosted an event around Tropel technology for 120+ attendees.
- Participated in a local breast cancer race, raising over \$750 in support of breast cancer research and patient support services.
- Partnered with Fairport's leadership and 24/7 teams to launch the first Fairport World Vision Kit Build.
- Organized a charity event to pack backpacks and hygiene kits for distribution to two local community organizations, which offer educational services to recently arrived immigrant children and provide support for low-income residents; 30+ Fairport employees participated.

CPWF Charlotte/Hickory, NC

- Led a donation drive for a local women's resource center in Hickory to collect cleaning and bathroom supplies along with other essentials.
- Held a joint speaking event with COC women leaders at the Hickory Station, attended by more than 60 people.
- Participated in the Diversity Council kickoff party.
- Coordinated women engineers and others to volunteer at a local student science fair where they spoke about what an engineer does and what Corning manufactures.

CPWF Concord, NC

- Grew chapter membership to 30.
- Held several awareness huddles onsite with hundreds of employees to begin spreading the word about the chapter.
- Ran an interest survey to find out what events are important to employees and to identify leadership interest.
- Organized a donation drive for a local women's shelter.

CPWF Durham, NC

- Celebrated International Women's Day.
- Posted Women's History Month images to raise awareness for site employees.
- Participated in a Lunch-and-Learn webinar on how to process feedback.
- Organized a series of "Salaried Women Hire" lunches.
- Collected holiday gifts for five children in need.

CPWF Wilmington, NC

- Held member meetings featuring local community women speakers who shared career histories.
- Participated in a city-wide all-female 5K run.
- Led a plant-wide fundraiser for a local charity which makes urgent safety-related home repairs for low-income homeowners, raising \$2,600 with an additional \$2,000 eligible for matching by the Corning Foundation.
- Participated in a rebuilding event where members worked on plumbing repairs and a new bathroom floor, replaced damaged vinyl skirting, installed smoke detectors, and stabilized a wheelchair ramp.
- Coordinated two plant-wide Lunch-and-Learn sessions on career development and interviewing skills.
- Held two book reading-and-sharing events around job application confidence and communication skills.
- Volunteered, along with other ERGs, at a local food bank.
- Led Wilmington plant's "Take Your Child to Work Day" event.



CPWF Tewksbury, MA

- Held a session on SMART interviews, which featured leadership speakers sharing their backgrounds, experiences, and advice.
- Organized a clothing donation drive which collected 650 pounds of clothing for area women in need, to look their best for job searches and interviews.

CPWF Kennebunk, ME

- Grew chapter membership.
- Held feminine hygiene/bra drive to benefit an international charity that collects and distributes essential items, including bras, underwear, and menstrual hygiene products for girls and women experiencing homelessness, impoverishment, or distress.
- Organized a visit for local middle school students to support Maine Bioscience Day, a statewide event involving professionals from life science industries to spark student interest in science careers.

Global Chapters

CPWF Clayton, Australia

- Celebrated International Women’s Day.
- Acknowledged women’s work contributions to Corning with an in-house lunch for both male and female employees and a work appreciation call to all employees by the site’s managing director.

CPWF Vordingborg, Denmark

- Held a series of member workshops, closing out a year-long focus on body language in the workplace, and beginning a new learning about manipulation in building design to achieve crowd control in public and work areas.

- Celebrated International Women’s Day.
- Hosted a women’s career-building workshop with an outside speaker.

CPWF CLS EMEA Borre, France

- Continued to emphasize member health with quarterly sessions involving meditation and Pilates, as well as a workshop on healthy nutrition and a geocaching event to promote heart-healthy exercise.
- Participated in “Purple Day” during Women’s History Month in March.
- Held several self-awareness workshops for members, as well as sessions on zero-waste.

CPWF India

- Organized a series of events open to all employees, including a legal empowerment and awareness workshop on women’s rights in India, a tax-filing class, and a breast cancer awareness session.
- Reached out to the wider community by working with local students on preparing educational charts and holding a children’s road safety awareness session, as well as organization a donation effort to benefit area students.
- Initiated an effort to benefit a local school for the blind, using Corning’s technological solutions to aid teaching techniques.
- Organized employee/leadership interactions.
- Held professional development sessions on presentation skills, travel policy, and health/hygiene.

CPWF Japan

- Completed its successful chapter launch.
- Organized a diversity seminar to provide an opportunity for CJKK/CIKK employees to understand Corning’s Diversity and Inclusion efforts, and why this initiative is important to Corning’s businesses in Japan.



- Held a small group meeting with female employees to collect direct feedback about the work environment in Corning, and how female employees want to pursue their careers.
- Carried out an online survey open to all location employees to collect feedback on gender gaps in the work environment.

CPWF Reynosa Mexico

- Collected 88kg (nearly 200 pounds) of food for a local food bank by offering a Zumba class for employees.

CPWF CLS EMEA Amsterdam, The Netherlands

- Celebrated International Women’s Day with flowers and pastries.
- Participated in an EMEA-wide work/life balance workshop.
- Held a mindfulness workshop for members.
- Discussed books relevant to CPWF’s mission at several book club meetings.
- Participated in the “Be the Change” conference, which considered diversity in leadership and focused on work behaviors.

CPWF Strykow, Poland

- Celebrated International Women’s Day with a member meeting, poster session, and lunch.
- Held an effective presentation workshop with an emphasis on PowerPoint skills training.
- Participated in a local breast cancer awareness and prevention run.
- Sponsored an EMEA women leader speaker session for 150 plant employees, at which these leaders shared work and life experiences.
- Organized a member session on back pain prevention and work-related joint discomfort.

- Participated in a charity relay run held simultaneously in nine cities in Poland; the nationwide event supports the disabled and promotes an active lifestyle.
- Held an annual holiday charity event, supporting an area family in need.
- Organized a two-hour member workshop on finance basics.

CPWF Warsaw, Poland

- Hosted several presentations on topics such as Motivational Brain Atlas, Savior-vivre at Work, Effective Communication in Business, Teamwork, Improve Your Communication, and Charity: “Single Mothers’ House” Support.

CPWF CLS EMEA Remote Locations

- Book clubs and discussions with the following books: How to Stop Worrying and Start Living by Dale Carnegie, Finding your Element by Ken Robinson, and The Gene: An intimate history by Siddhartha Mukherjee.

CPWF Gebze, Turkey, and Lakeside, U.K.

- Celebrated International Women’s Day.
- Hosted a Female Career Path panel discussion and three workshops: “Effective Presentation Tool Kit” to help build PowerPoint skills, “Preventing Spine Disorders at Work,” and “Managing Yourself Under Time Pressure and Stress.”
- Participated in two charity runs: “Pier(w)si”, to support people struggling with breast cancer, and the Lodz Business Run.
- Collaborated with ADAPT on an e-waste recycling effort.
- Supported Noble Goft, a Christmas charity.

CORNING | Professionals Network

Mission:

CPN strives to help employees acclimate and establish roots by providing engaging experiences, cultivating connections, and promoting personal and professional growth.

2019 Accomplishments by Chapter / Location

CPN Corning, NY

- Coordinated the Third Annual Global Volunteer Day with all three CPN chapters; Corning Valley chapter provided 18 volunteers, for a total of 101 man hours, as part of a local initiative for Habitat for Humanity.
- Re-ignited efforts to provide professional development.
- Hosted six happy hour networking events, as well as a second annual Cornhole Tournament.
- Organized two successful annual events: a local winery tour and a hiking trip.
- Sponsored a team for the second annual Cardboard Boat Regatta, a local charity event.
- Collaborated with CFSN on several family-oriented events.
- Hosted Blue Line-exclusive events including ballroom dancing, goat yoga, and ice skating.

CPN Hickory, NC

- Hosted nine Networking BASH events after work.
- Participated in the ERG Cultural event at the Charlotte Headquarters to bring awareness of the Corning culture initiative, gathering feedback from employees on what they would like to see from CPN in 2020.
- Volunteered with Habitat for Humanity.
- Held a bake sale and gathered donations to raise funds for a local women's shelter.
- Hosted the third annual Summer Games event.
- Supported 10 local families through the third annual Operation Christmas campaign.
- Presented a series of four professional development workshops.

CPN Reynosa, Mexico

- Organized a professional development conference attended by 250 employees.
- Held a softball and kickball tournament to raise money for employees affected during floods in Reynosa.
- Sponsored a fund-raising/school supplies recycling campaign, which collected 2,670 pounds, to support the environment and help children with cancer.
- Worked with the RAM Plant to donate 250 LED lamps to a local cancer charity.
- Organized a soccer tournament with 174 players and 11 match weeks.
- Co-sponsored a collection initiative which donated 700 pounds of food to a local food bank.



CORNING | C-VETS Corning Veterans Engaged To Support

Mission:

To enhance the lives of active duty service members, veterans, and their supporters by providing a forum for sharing, giving back to other veterans, and identifying resources that enable them to be their best as an individual or as an employee of Corning Incorporated.

2019 Accomplishments by Chapter / Location

C-VETS Corning, NY

- Partnered with NAC honoring Native American contributions to the military.
- Hosted events for Veteran's Day, local community veterans, and employee engagement.
- Joined Corning's Talent Acquisition team to reach out to veterans at two recruiting events.

C-VETS Phoenix, AZ

- Sponsored its second annual golf fundraising event.
- Participated in a golf event to support the local community Military/Veterans Affairs Committee.
- Collected four bins of toys for the local Toys for Tots community holiday event.

C-VETS Oneonta, NY

- Sponsored and provided volunteers for at a local veterans' facility and for an American Legion event.
- Coordinated plant activities for Veteran's Day, with food, decorations, and gifts to veteran employees.
- Volunteered for a local American Legion gift giveaway event at a community veterans' home.

C-VETS Concord, NC

- Participated in a military job recruiting fair.
- Collaborated with EDGE on several community charity events.
- Organized an event at a local VA hospital as part of the nationwide C-VETS Veterans Day celebration.
- Held a flag etiquette class at a local elementary school.

C-VETS Newton, NC

- Produced marketing materials to raise awareness about C-VETS' mission.
- Sponsored quarterly member networking events.
- Formed a connection with a local ROTC branch to strengthen military recruiting efforts.
- Organized a community raffle to raise money for deployed soldiers' care packages.

C-VETS Blacksburg, VA

- Recognized all veterans with a "Thank you for your service" gesture in observance of Veteran's Day.



Mission:

To understand and overcome organizational barriers to help Corning's ethnic minorities achieve their optimum potential, and to raise cultural awareness within Corning Incorporated, helping to create an environment where cultural diversity contributes to Corning's success. As Corning increases its global presence, it is increasingly important to attract, hire, and retain the best available diverse talent.

2019 Accomplishments by Chapter / Location

EDGE Corning, NY

- Hosted a Dialogue with International Leaders event.
- Organized a two-day Executive Presentation skills workshop.
- Co-sponsored with IPN a Lunch-and-Learn session on the benefits of coaching.
- Participated in community events such as volunteering at the "Tour De Keuka" charity bike ride.
- Held two overview sessions about EDGE at Sullivan Park.
- Recognized Corning employees with the EDGE Champion and Excellence Awards (see page 44).

EDGE Concord, NC

- Grew membership successfully, using a video produced for new employee orientation sessions.
- Held a successful cultural exchange signature event, Passport to the World.
- Participated in a local Dragon Boat Festival celebrating Asian culture, sponsoring four boats and receiving a sponsor recognition plaque from festival organizers.
- Conducted a Powerful Interactions session as a co-sponsor with C-VETS Concord.
- Coordinated, with C-VETS, facility participation supporting Toys for Tots for children in need and Field of Honor for veterans.
- Participated in community outreach efforts for the Make a Wish Foundation.

EDGE Wilmington, NC

- Held its annual signature Passport to the World event.
- Initiated career talks for Wilmington employees.
- Participated in "Work on Wilmington" volunteer effort.
- Collaborated with CPWF Wilmington chapter on the annual "Take Your Child to Work Day" event.



CORNING | Global Latino Organization

Mission:

Strive to position Corning as an employer of choice for talented Latinos by investing in their professional growth, recognizing their contribution to the company, and enabling them to achieve their highest potential.

2019 Accomplishments

- Promoted recruiting efforts by sending representatives to multiple career fairs.
- Presented a \$500 scholarship to a Latino student.
- Mentored 15 summer interns.
- Shared Hispanic culture by hosting a “Cinco de Mayo” event, supporting an Aztec dance team at a Native Nations festival, and by hosting the GLO signature event, “Anis Fadul”, as part of Hispanic Heritage Month.
- Partnered with EDGE on several cultural awareness events.
- Promoted community outreach activities by providing member volunteers, along with other ERGs, during several local charity events.
- Partnered with other ERGs to promote professional development by organizing a coaching workshop, an immigration seminar, and a series of networking sessions.



CORNING | Indian Professionals Network

Mission:

IPN works to further advance its membership through leadership, career, and professional development of Indian-origin Corning employees; and strives to offer culturally enriching opportunities to the Corning community through annual events such as the Sullivan Park Diwali celebration.

2019 Accomplishments

- Worked with five other ERGs to organize a successful immigration information seminar at Sullivan Park to promote communication about Human Resources and immigration policy between supervisors and employees.
- Held Diwali, their signature event to share the Indian Culture with Corning employees.
- Participated in a volunteer project at a local food bank
- Co-sponsored with other ERGs a well-attended Coaching Team seminar for the Technology Community.
- Co-sponsored with other ERGs a “Dialogue with International Leaders” speaker event.
- Presented the IPN Diversity Excellence Award to Joan Kane, director, Global Immigration & HR Compliance (see page 44).
- Developed a strong Blue Line presence.



CORNING | MTE Asian & Latin Group

Mission:

MTE ALG works to provide a base of support and sharing that helps members to perform to their full potential and contribute to the MTE division in Corning, NY, as well as globally, and helps create an environment where cultural diversity contributes to the success of employees, the MTE division, and Corning as a whole.

2019 Accomplishments

- Provided support for new employees.
- Hosted visits from MTE Asia Pacific colleagues.
- Led the “Dialogue with International Leaders” event series.
- Participated in cultural events such as Chinese New Year, India Day, and the Diwali Festival Celebration.
- Collaborated with two other ERGs to promote the professional development of ERG members by conducting a Leadership Training Session.



CORNING | Native American Council

Mission:

The Native American Council provides support to current and future Native American employees through strategic recruiting, outreach, and by offering cultural awareness activities. They strive to bring all employees together to share the culture of Native Americans through our celebration of life, our connection with nature, and our quest to build a stronger sense of global community.

2019 Accomplishments

- Elected new leadership and grew membership.
- Attended three recruiting events and achieved two Native American hires in Wilmington.
- Held a Lunch-and-Learn event about Native American culture.
- Produced two videos now posted to the Diversity and Inclusion Blue Tube Channel: (1) an outreach for new members and (2) an informational video on North America before Columbus.
- Collaborated with C-VETS Corning to honor Native American contributions to the military.
- Sponsored and supported Native American cultural events in local communities.
- Worked with Corning Food Service on Native American recipes served during November.



CORNING | Society of Black Professionals

Mission:

To address the professional learning and development of its membership to ensure the productivity, effectiveness, and long-term contribution of Black employees at Corning Incorporated.

2019 Accomplishments by Chapter / Location

SBP Corning, NY

- Held annual holiday event for local families in need, serving a meal, hosting games, and providing gifts.
- Organized a four-part Leadership Speaker Series, featuring CMG leaders and networking opportunities.
- Sponsored the first Speaker Series event outside the Corning Valley at the new SBP chapter in Charlotte.
- Co-sponsored with other ERGs a series of Black History Month events, an annual picnic for interns, a National Society of Black Engineers career fair, and an event at Sullivan Park.
- Held a facilitated workshop for all Black ERGs to discuss unification.

SBP Durham, NC

- Worked to identify ethnically diverse recruitment candidates.
- Developed members' leadership skills, sending two members to SBP Corning's Leadership Speaker Series.
- Participated in Black History Month events, as well as a holiday donation drive, the local United Way campaign, and a community Earth Day event.

SBP Charlotte/Hickory, NC

- Participated in recruiting efforts at two campus events and at the National Black MBA Association convention.
- Reached out to local high school senior STEM students, promoting Corning careers.
- Hosted Black History Month celebrations including a trivia contest and the showing of historical movies.
- Sponsored an art student contest and exhibit showcasing local talent at the COC Headquarters.
- Donated supplies to a local halfway house.
- Prepared 250 lunches for homeless people in Charlotte.
- Developed and executed a mentorship program and a training program for effective mentor/mentee relationships.
- Began a leadership speaker series at the COC HQ focusing on career and Corning's Values.
- Participated in joint events with six other ERGs.

SBP Wilmington, NC

- Celebrated Black History Month through activities focused on African American contributions in education.
- Supported minority recruiting efforts by attending the National Society of Black Engineers convention, a North Carolina State University Career Fair, and a North Carolina A&T University information session.
- Participated in "Take Your Child to Work Day" and the ROCAME Jamboree, which is sponsored by a local group promoting minorities in engineering.
- Participated in the Rise Against Hunger for summer interns and helped them prepare project presentations.



CORNING | SPECTRA

Mission:

SPECTRA is Corning's employee resource group for lesbian, gay, bisexual, transgender, and queer/questioning employees and allies. We include people of every gender, color, creed, race, gender identity, sexual orientation, religion, age, ethnic or national origin, marital status, political beliefs, nature of illness, disability, socioeconomic status, physical stature, or body size.

2019 Accomplishments by Chapter / Location

SPECTRA Corning, NY

- Continued plans for outreach activities at Corning plant locations.
- Sent attendees to the Out & Equal Workplace Summit.
- Sent representatives to the Human Rights Campaign Western, N.Y., dinner and the Human Rights Campaign National event in Washington, D.C.
- Held discussions with Compensation & Benefits on restoring domestic partner benefits.
- Sent representatives to the Out 4 Undergrad Engineering Conference.
- Organized the first Corning Pride event in June, drawing 1,500 attendees, and flew the Pride flag over Headquarters for the first time.
- Attended Pride event in Charlotte with over 45 Corning employees.

SPECTRA Charlotte/Hickory, NC

- Established a leadership team and grew membership.
- Started to build partnerships with LGBT groups in the Hickory community.
- Exceeded 2018 Pride community activity participation.
- Planned a monthly newsletter.



CORNING | Technology Community Women's Network

Mission:

TCWN is dedicated to empowering women across the Technology Community to achieve their full potential while contributing to the company and the community.

2019 Accomplishments

- Organized a successful “Take Your Child to Work Day” at Sullivan Park, involving 325 children.
- Grew membership with 32 new members.
- Sent four women to the Women in Ithaca Conference.
- Co-sponsored with BTN the Women of Color and Black Engineer of the Year awards reception (see pages 42-43).
- Celebrated Women's History Month in a joint meeting with CPWF.
- Collaborated C-VETS in collecting care package material for our Corning employees deployed overseas during the holidays.
- Held two book club discussions and reviews for members.
- Co-sponsored a guest-speaker event with APN, CPWF, and SBP's Black Women's Forum.



Awards and Recognition

Over the years Corning has received numerous diversity awards as a corporation and for individual employees. The following 2019 awards are particularly noteworthy.



The Human Rights Campaign

The Human Rights Campaign Western New York 2019 Corporate Equality Award

Corning was honored for its commitment to the LGBTQ community, receiving the Human Rights Campaign Western New York 2019 Corporate Equality Award. The Human Rights Campaign is the largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender, and queer/questioning (LGBTQ) Americans through education, research, and political activities.



Corning employees attended the dinner when Corning Incorporated received the Human Rights Campaign Western New York 2019 Corporate Equality Award. From left, Gilbert Castillo, Alex Martino, Deron Bankston, Monica Bankston, John Heery, Errick Hall, Katherine Craig, and Elaina Finger.

Top Supporter of Historically Black Colleges and Universities (HBCUs)

The Top Supporters of HBCUs list surveys the deans of the 15 ABET-accredited, historically Black college and university engineering programs, and the corporate-academic alliance, Advancing Minorities' Interest in Engineering (AMIE). The survey asks these individuals to list the corporate and government/non-profit organizations that provide the most support to their schools. In completing the annual survey, the institutions consider the following factors: support for infrastructure modernization and enhancement, research and mentorship projects, participation on advisory councils, faculty development opportunities, scholarships, student projects, stipends, co-ops, and career opportunities. Corning Incorporated is proud to have received this honor every year since the distinction was first awarded in 2002.

APD and Disability: IN's Best Place to Work

For the second year in a row, Corning Incorporated has been named one of the best places to work by the American Association of People with Disabilities (AAPD), and Disability:IN. Corning received a top score of 100 on the 2019 Disability Equality Index (DEI), a national, transparent benchmark that provides companies an objective score on disability-inclusion policies and practices. Companies are graded on their performances in five categories: cultural leadership, enterprise-wide access, employment practices, community support and engagement, and supplier diversity.



The National Gay & Lesbian Chamber of Commerce

NGLCC's Best-of-the-Best

In 2019, Corning Incorporated was named to the Best-of-the-Best list of companies by the National LGBT Chamber of Commerce (NGLCC) and its partners in the National Business Inclusion Consortium (NBIC). This marked the fourth consecutive year in which Corning received this prestigious national recognition. The Best-of-the-Best designation honors corporations for their commitment to America's diverse employees and business owners, which includes LGBTQ, people of color, women, and people with disabilities. The rating is competitive and based on supplier diversity initiatives, employee resource groups, workplace engagement opportunities, and diverse marketplace and community engagements. It is achieved only by corporations constantly striving to strengthen and celebrate diversity. NBIC is a coalition of national diverse business organizations spearheaded by NGLCC and includes Women's Business Enterprise National Council, U.S. Hispanic Chamber of Commerce, U.S. Pan Asian American Chamber of Commerce, National Black Justice Coalition, U.S. Business Leadership Network and WEConnect International.



Attendee at the April 10 Best-of-the-Best Awards Gala in Washington, D.C, included from left, Annette Setzer, Amy Muldowny, Errick Hall, Monica Bankston, Robin Walton, and Dawn White.



Top Employer in China

For the second time, Corning has been recognized as a Top Employer in China by the Top Employers Institute, a global certifier of excellence in employee conditions. With nearly four decades of development in the market, Corning has invested more than \$7 billion throughout the Chinese mainland, with 18 business enterprises and facilities, one Corning Research Center China in Shanghai, and nearly 5,000 employees in the region. Corning has received the certificate for two consecutive years for its achievements in creating an excellent work environment, building an innovative company culture, and establishing an employee-centric strategy for talent development. As a Top Employer, Corning also focuses on sustainability and engages in corporate social responsibility projects.



President and General Manager, Corning Greater China Li Fang (5th from right) and other Corning representatives attended an event to celebrate the company's award.



Corning Named Diversity Leader by Profiles in Diversity Journal

The company was named a recipient of the Diversity Leader Award by Profiles in Diversity Journal, a quarterly business-to-business magazine focusing on diversity and inclusion. In its 11th year, the award is given to organizations that demonstrate a commitment to expanding and improving diversity, inclusion, and equity in the workplace and beyond. Corning was among 24 winners that have developed comprehensive strategies that permeate all levels, departments, and divisions. They work to understand the needs of their employees, reach out to diverse vendors, and serve their communities, while meeting the demands of today's evolving business environment.



Black EOE Journal Best-of-the-Best

For the second year in a row, Corning was named to this list, which Black EOE Journal compiled by polling hundreds of Fortune 1000 companies for its Best-of-the-Best evaluations. The annual review provides non-biased results that are valuable resources for job-seekers, business owners, students, consumers, senior management, business associations, employment agencies, and consumer groups. The lists were compiled from market research, independent research, diversity conference participation, and survey responses. Corning was awarded a place on the list of Top LGBTQ+ Friendly Companies.



Corning Named to Forbes' 2019 List of Best Large Employers

Forbes teamed up with market research company Statista to pinpoint the companies liked best by employees in its annual ranking of America's best employers. In the category of Engineering/Manufacturing, Corning was ranked fourth in the country.

Corning ASEAN Recognized for Corporate Social Responsibility Efforts

Employees of Corning ASEAN (Association of Southeast Asian Nations) have made a significant positive impact on their local communities. Their corporate social responsibility efforts in Singapore were recognized by the American Chamber of Commerce (AmCham) with the 2019 AmCham CARES Award. The awards were presented at AmCham's 46th Annual General Meeting on April 26, attended by Her Excellency Madam Halimah Yacob, President of the Republic of Singapore. The AmCham CARES Award recognizes American companies in Singapore that have demonstrated responsible business practices to create sustainable economic and social value in local communities.



Corning ASEAN employees at the AmCham awards ceremony. From left is Shan Qi, Roxie Ghadessy, Ong Likiang, Edwin Sia, Ho Cheong Tong, Titin Agustini, Sharon Neo, Sheena Wee, John Orr, and Otto Dong.

Corporate Philanthropist of the Year

The Association of Fundraising Professionals (AFP), New York Finger Lakes Chapter, named Corning Incorporated, along with the Corning Incorporated Foundation, Corporate Philanthropist of the Year. The company was recognized for programs such as Dollars for Doers, a U.S. program launched in 2018, which awards cash grants to eligible non-profit organizations based on the level of involvement of Corning employee volunteers in the U.S. Lancy Evans, finance manager in Corning's treasury department, was specifically cited in this award as an example of how Corning employees can use programs such as Dollars for Doers to help contribute to organizations where they serve as volunteers.



From left, Chris Sharkey, Shena Rossettie, Ashley Knowles, Tonya Conaway, and Lancy Evans attended the awards program on Corning's behalf.



Black Engineer of the Year Award

Dr. Solomon Abraha, senior research scientist, Sterling Clarke, senior controls engineer, Benedict Egboiyi, senior development engineer/mechanical engineer III, and Taheisha Joyce, senior research technician, Chemistry, were honored with 2019 Modern Day Technology Leader BEYA awards in 2019.

- **Dr. Abraha** provided critical technical project leadership for the fiber-wireless research group in transitioning to significantly new and critically important early-stage research areas, and built new research laboratory capabilities on early-stage projects including digital radio-over-fiber testbed, distributed massive MIMO for 5G, and 28-GHz testbed for 5G, among others.



- **Sterling Clarke** built a diverse knowledge base in precision systems, embedded control systems, and software development. He led the development of an embedded control system enabling high speed laser drilling of Thru Glass Vias (TGVs) using CLT laser technology, and made significant contributions to the development of a precision Core-to-Ferrule (CTF) measurement technology.





Black Engineer of the Year Award (cont)

- **Benedict Egboiyi** led development of value proposition and product demonstration for Gorilla® Glass 5, as well as performance and reliability understanding for Gorilla® Glass 6 and Gorilla® Glass 3+.



- **Taheisha Joyce**, an alum of Corning's Technician Pipeline Program, is the first technician Corning has ever nominated for a BEYA award. She has contributed to the Opaque Colored Glass-Ceramics Comprising Nepheline Crystal Phases, and has worked with various compositions of the Lycurgus Cup to better understand what causes one color in reflective light and one color in transmitted light, and provided unique color tune ability for the Canadian Mint.



Women of Color STEM Awards

Dr. Funmi Atilola, supervisor, Thermal Design Engineering, MTE-TME, Lin Lin, senior development scientist, Thin Films, and Li Yang, Research Associate and research manager, Process Modeling received the Women of Color in STEM Technology Rising Star Award in 2019.

- **Dr. Atilola** has served as lead engineer for the redesign of the Advanced Optics PolarCor™ furnace in the Canton plant, thermal engineering leader for the COC C12 fiber consolidation furnace design team, process services leader for CDT Niagara and Victoria tank rebuilds, and thermal design engineer on the CSM Eryiba Glass Ceram project.
- **Lin Lin** was a key contributor to build material, process, and design understanding of durable optical coatings which delivered technology towards commercialization for CSM and AGS. She is a subject matter expert and integrator for anti-reflection, scratch resistant coating product and process development –



including thin film optical & product design, coating process development and control, and manufacturing process set up. She also played a key role in the launch of a series of Phire products and was co-inventor of Corning® Gorilla® Glass DXC.

- **Li Yang** developed a finer model within CDT to reduce blister defects; she is also one of the key inventors of the air filtration system to mitigate condensation issues in fusion draw machines. Her contributions to the optical fiber business in COC include technical leadership of the Advanced Soot Pressing and Harrier projects. In support of CET, she has led the Process Modeling Initiative over the last 3 years, dramatically improving rheology and extrusion modeling capabilities while simultaneously growing the individuals on her team.



CGT/Display Engineering 2019 Values Awards

Stacie Mallow, Jonathan Chen, Matt Chen, Eric Liu, Rachel Dahmane, and Allen Tsai were honored by the Glass Technologies (CGT) and Display Engineering organization with the 2019 Values Awards. The awards recognize managers and individual contributors who live the Corning Values in their daily lives, have demonstrated and exemplified the Values, and helped colleagues continue to live the Values through their everyday behaviors.

Manager Category Winners



Jonathan Chen,
Project Manager,
Finishing Process
Technology



Matt Chen,
Asia Regional
DTAP and Energy
Manager



Stacie Mallow,
Manager for
Equipment
Supplier Quality
Management

Individual Contributor Category Winners



Rachel
Dahmane,
Logistics
Specialist



Eric Liu,
HBOD Startup
Leader



Allen Tsai,
Project Manager,
Packaging
Equipment

EDGE Excellence Award / Champion Award

Since 2002, the EDGE Awards have recognized employees and organizations that embrace Corning's inclusive culture and advocate for ethnic diversity initiatives. The recipients contribute toward the professional development of ethnically diverse employees and help resolve challenges encountered by those employees.



In 2019, the EDGE Excellence Award went to **Peter Ronco**, business technology director, Environmental Technologies Development. Among other characteristics, recipients of this award lead by example and value cultural diversity. They embrace Corning's inclusive culture and serve as a strong advocate of ethnic diversity initiatives. They leverage diversity to improve business performance and actively participate in and/or encourage individuals to participate in EDGE and other diversity activities.



Lisa Hepburn, senior research manager, Statistics & Data Modeling, was recognized with the EDGE Champion Award. Among other characteristics, recipients of this award contribute to the progression of our ethnically diverse workforce and create an environment where cultural diversity contributes to Corning's success. EDGE Champions encourage the hiring and retention of ethnically diverse employees, and empower them to reach their optimum potential. They also recognize and reward teams or individuals in his/her realm for supporting ethnic minority initiatives.

Indian Professionals Network Cultural Diversity Award

IPN's Diversity Excellence Award is public recognition for a person who has led by example in contributing to the professional development of employees of diverse origins, who has been a strong advocate of ethnic diversity initiatives, and has helped resolve challenges encountered by employees of international origins. Recruiting, developing, and retaining world class employees is critical to achieving Corning's Vision. The Excellence Award is designed to recognize an individual at any level, who is not only aware of the differences in people but also the similarities, and embraces these and strengthens the bond across this ethnic diversity.



In 2019 IPN's Diversity Excellence Award was presented to **Joan Kane**, director, Global Immigration & HR Compliance, to recognize her work in generating more transparency in the Corning immigration process. She achieved this by implementing language

in offer letters to foreign-national candidates about immigration sponsorship, codifying a timeline for new employees to discuss their immigration status within the first 90 days of employment, and educating the community on the process as well as the changing immigration landscape in the U.S. This directly impacts all foreign-national Corning employees in the U.S. and ensures that their diverse voices are heard, and the process within the company for immigration is fair and balanced.

MTE Diversity Awards

The Manufacturing, Technology & Engineering (MTE) community recognized Steve (Bo) Kuang, assistant director, Manufacturing Control Systems (MCS) – Asia, and Kimberly James, administrative coordinator/data tech and Distinguished Associate, with its 15th annual diversity awards. MTE established these awards to recognize and reward individuals who consistently value diversity and inclusion, and demonstrate inclusive behavior in the workplace.



L-R: Tom Capek, Bo Kuang, James Ogundele, David Williams



L-R: David Williams, Tom Capek, Kimberly James, Amy Sarno, Prachi Jain, Yang-Chi Chen

Optical Communications Diversity & Inclusion “You Make a Difference” Award



The “You Make a Difference” awards were established by Optical Communications to annually recognize an employee or team who embraces and promotes the advancement of diversity in the workplace and community, enabling a truly inclusive environment in which we work and live.

The award is presented in each of four regions: U.S./Canada, CALA/Mexico, EMEA, and APAC. Any employee assigned to the COC division, with at least two years of service anywhere around the world, is eligible to be nominated for this award.

From APAC:



Xiaodong (Match) Zhou,
Director, Sales and Commercial
Operations,
COC China

From CALA/Mexico:



Santos Benavides,
Technology Manager,
COC Reynosa

From EMEA:



Anna Cymerman,
HR Director,
COC EMEA

From the U.S./Canada:



Warren Hicks,
Director,
Global PLM, Plug & Play

S&T Innovation Awards

The Stookey Award recognizes a member of the research organization whose work for Corning, like the award's namesake, the late Dr. Donald Stookey, has led to significant creation and furthered the understanding of a new phenomenon. The Development Excellence Award recognizes an individual for outstanding contributions in product and process development with a consistency of performance over time who is also considered a role model among colleagues within the organization. The 2019 recipients of both awards are profiled below.

Stookey Award



In 2019, the Stookey Award went to **Dr. Wageesha Senaratne**, senior research associate—materials, Thin Films and Surfaces. Wageesha is a 14-year veteran of Corning and has made significant contributions in anti-fingerprint structures,

easy-to-clean films, antimicrobial glass, solarization prevention, 5G optical lenses, passive cooling, and light management structures. She has been a vital contributor to fundamental understanding and experimental breakthroughs essential to a number of new products, both in terms of their attributes, and the processes necessary to produce unique surfaces. Wageesha has been granted 25 U.S. patents, published 16 scientific journal articles, and 60 internal and external technical reports. She received the Women of Color Emerald award for Most Promising Scientist in 2007, and the Outstanding Technical Contribution Award in the Industry Category in 2015.

Development Excellence Award



The Development Excellence Award went to **Dr. Douglas (Doug) Wing**, senior development associate—Ceramics. This award is given to the person who best demonstrates a combination of strong technical leadership,

project execution, external understanding, and forward-looking skills, while living Corning's Values. Doug has been with Corning nearly 16 years and is the development firing leader, Environmental Technologies. He is currently responsible for GPF firing cycles, novel firing approaches for GPF and heavy duty, advancing physics-based firing models via experimental validation, and heavy duty firing cycle advances, as well as GPF composition and firing interactions.

TWCN Signature Award

Megan DeLamielleure, senior development associate, received the 2018 Signature Award, presented by the Technology Community Women's Network (TCWN) in 2019. TCWN presents the Signature Award annually to an employee who exemplifies the group's mission and vision of empowering women across the Technology Community to achieve their full potential while contributing to Corning and the community.

Megan is recognized as a worldwide subject matter expert by Corning Display Technologies development, engineering, and manufacturing for her deep understanding and practical experience in many areas of melting. She has a technical leadership track record of delivering high impact results on complex projects including platform design, as well as developing a fundamental/mechanistic understanding to make process recommendations. Megan has trained and coached many women on key projects for Display and Specialty Materials. In addition to technical skills, nominators remarked that she shows by her example how to help others succeed, to pass on what we have learned on to others, and to take pride in the rise of a new generation of women with the skills and experience to lead.



L-R: Gary Calabrese, Megan DeLamielleure, Arlene Clark, Charlie Craig



Searching for the World's Best and Brightest

Corning Incorporated's recruitment strategy focuses on searching for and attracting the world's best diverse talent to join our global workforce of innovators. We use a variety of methods to reach potential candidates to increase our chances of hiring individuals with the talent and experience needed for every role. This approach puts people and their skills first, regardless of race, religion, gender, age, sexual preference, or physical ability.

As we pursue this strategy, we look to hire people who have a passion for what they do and can contribute to our work teams as they work to solve tough customer challenges. It is vital, too, that prospective Corning employees share our Values and have the necessary global mindset to be successful in our inclusive, collaborative culture.

In 2019, Corning launched a highly successful "Women at Corning" campaign focused on growing female talent aged 25 to 34 by instilling a simple message – at Corning, the future is here. The future is her. The campaign featured 10 diverse women from across the company who represented different business units, functional groups, and talents. Each woman spoke about her career at Corning in feature interviews designed to resonate with other young women.

Launched during Women's History Month, the campaign was featured on our external website and shared through Corning's LinkedIn, Facebook, Twitter, and YouTube channels. Overall, through paid and organic efforts, the campaign, which received a PR News Platinum Award Honorable Mention in the Social Media Campaign category, has reached an audience of more than 1.8M and generated nearly 5,000 engagements.

In addition to the special campaign, Corning continued its ongoing collaboration with diverse external organizations to attract and hire top talent for our workforce. Highlights included:

- **Society of Women Engineers (SWE):** Our ongoing support of SWE at its national conference resulted in us engaging nearly 300 professionals for future positions at Corning. We are proud to continue our partnership with SWE in support of their mission to stimulate women to achieve full potential in careers as engineers and leaders.
- **Association of Latino Professionals For America (ALPFA):** We participated in the National ALPFA conference sponsored by the oldest professional Latino association in the United States. Our involvement included recognizing the first recipient of a national Corning Incorporated scholarship for Latino/Hispanic university or college students sponsored by Corning's Global Latino Organization (GLO) employee resource group.
- **National Society of Black Engineers (NSBE):** Corning continued its long relationship with NSBE to support and promote the aspirations of collegiate and pre-collegiate students and technical professionals in engineering and technology. Our engagement at the national conference enabled us to speak to many diverse engineers, which resulted in the hiring of nearly two dozen professionals.
- **Out for Undergrad (O4U):** Attended a conference designed to help high-achieving LGBTQ+ undergraduates reach their full potential.
- **Veterans:** Veterans have an intense work ethic and proven expertise in a variety of disciplines, which makes the military a valuable source of highly qualified, diverse candidates for employment at Corning. Our job search site features a U.S. Veterans page communicating the value Corning places on recruiting and hiring veterans.

Through the collaborations mentioned above and others, Corning is able to attract and hire top diverse talent. We augment these efforts by making sure our openings are available in different venues, offering inclusive job descriptions that eliminate bias, partnering with our Employee Resource Groups to leverage existing relationships, and ensuring diverse Corning representation during interviews.



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