

# Employee Resource Groups

At Corning, we understand that new employees need ways to meet their colleagues and network as they learn about our company and integrate themselves into our culture. One of the best ways to do this is by joining an Employee Resource Group.

Corning proudly sponsors a variety of Employee Resource Groups that represent vital employee constituencies. Through their efforts, these groups help contribute to Corning's success by fostering a diverse and inclusive environment. They do this by raising awareness around important issues that often stimulate the company to respond with new policies, services, and professional development opportunities. Also, Employee Resource Groups draw employees into cultural activities, thereby increasing cultural understanding among colleagues that enhances working relationships.

All of our Employee Resource Groups are open to all Corning employees who are interested in joining, and membership is voluntary.

## Diversity & Inclusion at Corning

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

**Join us and belong!**

When you join Corning Incorporated, you can belong to a dynamic Employee Resource Group that will enrich your employee experience. Read on to find the group that's right for you!

CORNING

### **ADAPT**

#### **Abled and Disabled Partnering Together**

Represents: Employees with disabilities and those without disabilities. This group works to increase awareness and provide educational opportunities on disability topics for all Corning employees.

### **BGC**

#### **Black Growth Council**

Represents: Employees of African descent within the Manufacturing, Technology, and Engineering (MT&E) function. They work to promote the growth, success, and retention of Black and other diverse employees in MT&E by providing support, tools, and understanding.

### **BTN**

#### **Black Technology Network**

Represents: Black employees in the Technology Community. They work to advocate for the integration of Black employees into the innovation and leadership fabric of the Technology Community. opportunities for their members.

### **CCA**

#### **Corning Chinese Association**

Represents: The Chinese community in the Southern Tier region and welcomes all other Corning employees who are interested in the Chinese culture. They host Chinese cultural events, facilitate networking, and offer personal/ professional development opportunities for their members.

### **CPN**

#### **Corning Professional Network**

Represents: New employees to Corning. They work to create a supportive and interactive environment that will enable new employees to become acclimated to the company and the area. They offer social and networking opportunities, as well as community outreach and volunteering opportunities.

### **CPWF**

#### **Corning Professional Women's Forum**

Represents: Salaried female employees at Corning. They champion an environment in which women are valued, promoted, and able to achieve their full career potential by encouraging their self-development and development of leadership skills.

### **C-VETS**

#### **Corning Veterans Engaged to Support**

Represents: Military veterans and those who support veterans at Corning. They offer opportunities to participate in community outreach efforts and provide resource information for about military entitlements and benefits. They also assist with recruitment of former and current members of the military.

### **EDGE**

#### **Ethnically Diverse Group of Employees**

Represents: EDGE is open to all Corning employees. Many members have ancestry that includes Asian and Pacific Islander heritage. They work to ensure that Corning's ethnic minorities achieve their full potential as valued employees.

### **GLASS**

#### **Global Latino Advancement and Success Society**

Represents: GLASS is a collaborative network representing the Latino employees of Corning. They work to promote Latino advancement, talent recruitment, retention, and professional development. They also work to raise awareness about Latino culture.

### **MT&E ALG**

#### **MT&E Asian and Latin Group**

Represents: Corning employees of Asian and Latin American heritage who are a part of the Manufacturing, Technology, and Engineering (MT&E) function. They work to ensure that their members are able to achieve their full potential as valued employees.

### **NAC**

#### **Native American Council**

Represents: Native Americans at Corning and is open to all Corning employees interested in the Native American culture. They actively participate in the recruiting and retention of Native American employees. They provide support for current and future employees and offer cultural awareness events.

### **SBP**

#### **Society of Black Professionals**

Represents: African American employees at Corning. They work to create and sustain an environment within Corning that will support recruitment, retention, and professional advancement of Black employees at all levels.

### **SPECTRA**

#### **Lesbian, Gay, Bisexual, Transgender Employee Resource Group**

Represents: The lesbian, gay, bisexual, and transgendered employees at Corning. They work to create an environment that embraces and celebrates diversity in sexual orientation and gender identity/expression.

### **STICA**

#### **Southern Tier Indian Cultural Association**

Represents: The people of Asian Indian decent in the Southern Tier of New York and anyone interested in the Asian Indian culture. They offer a support network through social and cultural activities involving all Indian Americans in the region.

### **TCWN**

#### **Technology Community Women's Network**

Represents: Women in the Technology Community. They work to empower those women in the Technology Community to achieve their full potential while contributing to the company and the community.

### **TFKA**

#### **Team Formerly Known As**

Represents: All Manufacturing, Technology, and Engineering (MT&E) employees regardless of race, culture, sexual orientation, gender, gender expression, or payroll. They work within the MT&E function to create an environment that maximizes their employees' ability to achieve their full potential.

“Diversity is vital to Corning because of our distinctive identity as a company that grows through global innovation. Innovation depends on diversity of ideas, experiences, perspectives, and backgrounds. The more diverse the team, the better the output.”

– Wendell Weeks  
Chairman, Chief Executive Officer, and President

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