

“ Diversity is one of Corning’s greatest strengths.

The diversity of our products, businesses, and markets has allowed us to weather numerous challenges and succeed for more than 165 years. But mostly it’s the diversity of our people that creates our strongest competitive advantage.

We depend on diversity of ideas, experiences, and perspectives to develop solutions to tough problems, identify opportunities for growth, and unleash new capabilities that make a positive difference in the world.

Diversity is an integral part of Corning’s identity, and it is essential to our ability to create life-changing innovations. ”



– Wendell Weeks
Chairman, Chief Executive Officer, and President

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.

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A Message from Christy Pambianchi

Senior Vice President, Human Resources

Corning's commitment to diversity and inclusion (D&I) has never been stronger. We are passionate about the individuals who make up our company and believe it is incumbent on our leaders – and all of us as colleagues – to create and maintain an environment where employees can contribute to their potential. Valuing diversity and inclusion is key to this mindset.

Over the last 10 years, our D&I efforts have significantly improved the representation of diverse individuals at the highest levels of the organization. Data show that since 2006, diversity in leadership has increased from 24% to 37% on Division Teams, from 23% to 37% in the Corporate Management Group, from 8% to 30% within our Corporate Officers, and from 14% to 33% on our Management Committee. That is great progress!

The last decade has also seen the addition of new Employee Resource Groups (ERGs) to our Diversity Network to better reflect the expanding definitions of diversity and inclusion. We've advocated for D&I initiatives to be supported and reflected across all functions and business units. We've taken these steps because we know that embracing different perspectives at every level and understanding that diverse ideas drive innovation will bolster the strength of our company and provide a strategic advantage.

While those are accomplishments we can be proud of, there is more D&I work to do. Therefore, we've developed a new Diversity & Inclusion Strategy to guide our work for the next five years. I'm very excited about this strategy and I'm confident that it will steer us in the right direction. You can read more about it in this report and we'll be rolling it out for all employees in early 2017.

The Diversity & Inclusion Strategy reflects our Values and is fully embedded in our larger approach to Talent Management which guides the way we grow Corning's global workforce. That growth has been significant, with 12,000 new employees coming on board around the world since 2010. We are invested in welcoming all new employees into our unique collaborative culture and instilling our Values as the essence of our corporate identity. When all Corning employees live the Values all the time, all around the world, we maintain Corning's legendary brand and reputation.

Corning is renowned as an innovation leader – for more than 165 years, we have literally changed the world with our disruptive discoveries. We've been successful because our approach to innovation extends beyond our technical prowess into every aspect of our company. We have continually reinvented ourselves in response to market and societal changes, and through it all, our people continue to provide our competitive advantage.

At Corning, diversity is the key to inspired innovation and all are welcome to be a part of our global workforce of innovators.



Christy Pambianchi

**At Corning,
diversity
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to inspired
innovation...**

A Message from Monica Bankston

Talent Manager, Global Diversity & Inclusion



Welcome to Corning's 2016 Annual Report on Diversity & Inclusion! It was a busy year on a number of fronts. Here are a few key highlights:

- We developed a new, five-year D&I Strategy that will be deployed in 2017. It is grounded in comprehensive analysis of Corning's diversity data and trends along with extensive voice-of-customer research. These activities informed the strategy which is based on four key objectives outlined on the following pages of this report. We have identified priorities for each objective and associated actions and measures. I look forward to working with the HR community and the businesses to execute the strategy.
- Our Employee Resource Groups (ERGs) continued their good works within the company and in the communities where Corning operates around the world. When you read the ERG profiles beginning on page 14 on this report, I'm sure you'll be impressed by the breadth of what they do to further professional development for their members, engage all employees in cultural awareness activities, and help make our communities better places in which to live and work. Two of these groups, ADAPT and NAC, are featured in the Spotlight articles on pages 12 and 13 of this report. I encourage you to read and learn about what these inspiring ERGs accomplished in 2016.
- Corning continues to be recognized by organizations that validate our position as a D&I leader. In many cases, such as the Human Rights Campaign, we have a multi-year track record of being acknowledged, and we are extremely proud of the recognition. In a first for Corning, in 2016 we were named to the inaugural Best-of-the-Best list of corporations in America committed to diversity and inclusion across all community sectors by The National Gay & Lesbian Chamber of Commerce in collaboration with its partners in the National Business Inclusion Consortium. A number of individual Corning employees received recognition in 2016 as well, from such renowned organizations as the Women of Color STEM Conference, the Black Engineer of the Year Awards, and the Society of Women Engineers. You can read about all of these awards and more starting on page 20 of this report.

Working in an environment where we are encouraged to bring our best and whole selves to work and to contribute fully is a tremendous thing.

All of us who work for Corning can be proud to be part of a company that “walks the talk” when it comes to diversity and inclusion. Our Values form the foundation of our unique collaborative culture that welcomes everyone to the table. Working in an environment where we are encouraged to bring our best and whole selves to work and to contribute fully is a tremendous thing. Thank you for doing your part to promote and sustain this culture for everyone as we work together to discover and deliver the next breakthrough innovation.

A handwritten signature in black ink, appearing to read 'Monica Bankston'. The signature is fluid and cursive, written over a white background.

Monica Bankston

Corning's Diversity Timeline

Corning made a formal commitment to diversity more than 45 years ago. What began as a U.S.-centered, compliance-focused effort has grown into a celebration of diversity and inclusion on a global scale. Here are key milestones from our diversity journey.



Diversity & Inclusion and Corning's 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.



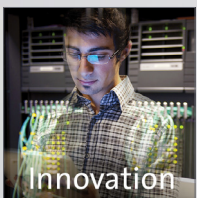
Providing Corning shareholders a superior long-term return on their investment is a business imperative.

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 more than 165 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 a 165+-year 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.

Diversity & Inclusion Strategy



Strategic Purpose

Our strategic purpose is two-fold:

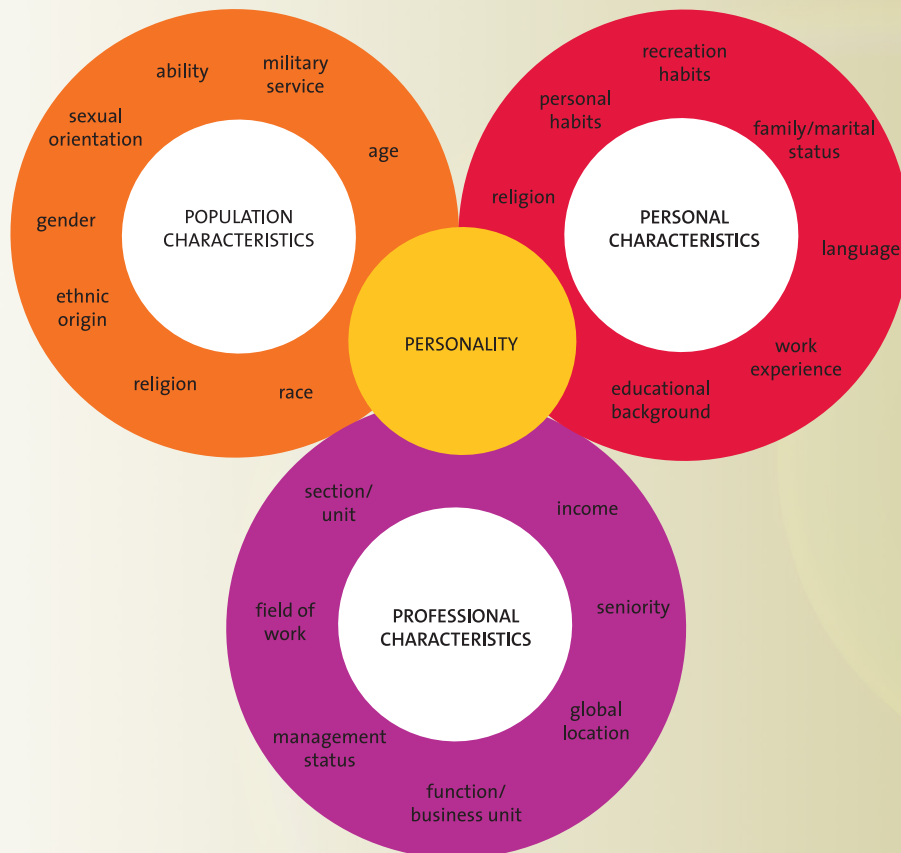
1. Build upon Corning's 45-year commitment to diversity and inclusion by proactively supporting our strategic imperative to hire, retain, and develop diverse individuals with unique backgrounds and characteristics.
2. Leverage the inherent creativity of diverse and inclusive teams across all business units and staff groups to drive tomorrow's disruptive innovations.



Vision

To continue to support and enhance an inclusive culture that values the full spectrum of diversity, and provides a safe, accepting environment where every employee can bring his/her whole self to work. We recognize the expanded definition of diversity and embrace our differences to deliver better, more innovative solutions. We reflect our customers, suppliers, and consumers in our employees and organizational teams. We see our future in the personal and professional development of our diverse workforce, and encourage individual engagement at every level of the organization.

Dimensions of Diversity



Strategic Objectives

To leverage the competitive advantage that diversity and inclusion bring to Corning going forward, we must continue to attract, develop, promote, and retain diverse talent who can succeed in our open, collaborative culture. And that includes all dimensions of diversity: age, gender, race, ethnicity, sexual orientation, veterans, and those with disabilities. Our Diversity & Inclusion Strategy defines how we will approach four key objectives that support our continuing efforts to build and sustain our diverse workforce. Each objective has a set of well-defined priorities, action items, tactics, and measures that we will focus on to fully realize our D&I vision.

Ensure alignment with Corning's business strategy and future needs

Priorities

- Leverage the Diversity Talent Council
- Hire to availability
- Manage promotions
- Minimize attrition
- Ensure pay equity

Meet the challenges of emerging dimensions of diversity

Priorities

- Encourage membership in existing Employee Resource Groups
- Develop new Employee Resource Groups as needed
- Utilize diversity and inclusion training

Move beyond the traditional definition of diversity to promote an inclusive environment

Priorities

- Develop and deploy inclusion-specific training
- Re-evaluate the Diversity Network

Increase Corning's Diversity & Inclusion brand reputation

Priorities

- Develop a new "brand" for internal and external applications
- Create a D&I "commercial"
- Seek external opportunities for D&I recognition

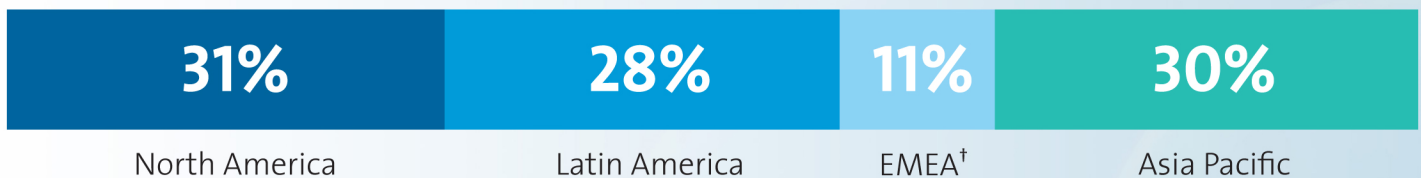
Our Diverse Workforce

2016 Snapshot: What does Corning look like?

Global Locations*

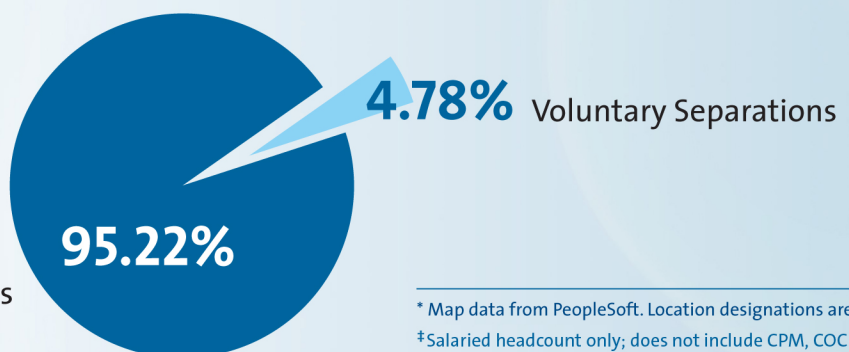


Global Distribution of Corning Employees



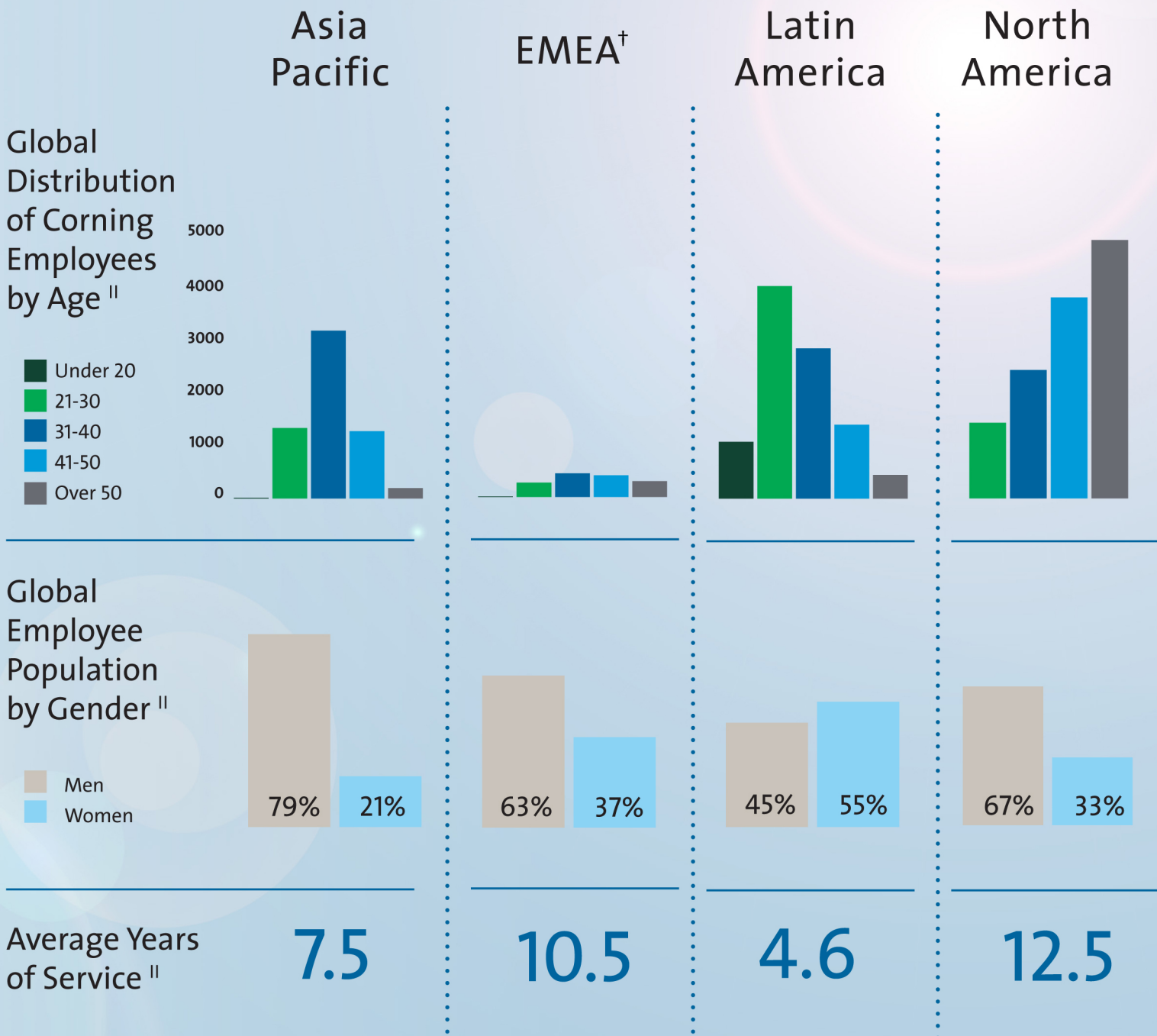
Global Salaried Employee Retention Rate‡

Globally Retained Employees



* Map data from PeopleSoft. Location designations are approximate.

†Salaried headcount only; does not include CPM, COC Korea, COC AFOP China/Taiwan



[†]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: 2 Arab: 0, First/Mid-Level Officials and managers Non-Arab: 39 Arab: 0, Professionals Non-Arab: 66 Arab: 0, Technicians Non-Arab: 2 Arab: 0, Sales Workers Non-Arab: 1 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.

^{II}Data does not include CPM.

D&I Spotlight:

ADAPT Corning, NY

ADAPT (Able and DisAbled Partnering Together) is one of Corning's most active and influential Employee Resource Groups in Corning, NY, with chapters in Germany and Poland. The group's members have made it their mission to advocate on behalf the company's employees with disabilities as well as those employees who have a family member with a disability, and to raise awareness about disability in general.

For the Corning, NY, chapter, ADAPT's 2016 theme was "Mental Health: Facts and Fiction." According to the National Institute of Mental Health (NIMH), in 2014 there were an estimated 9.8 million adults aged 18 or older in the United States with severe mental illness. Despite being one of the most prevalent disabilities in the world, a social stigma still surrounds this disability largely caused by fear and lack of knowledge.

"There are many people who either have, or know someone who has, a mental illness," said Jill VanDewoestine, president, ADAPT. "We wanted to look at the spectrum of mental health issues and hopefully dispel some of the common assumptions and misperceptions that people hold."

ADAPT's year-long commitment included the following events:

- A lunch-and-learn workshop was held in March on the subject of depression. The workshop discussed the stigmas associated with depression, how those with the disorder can be better accommodated in the workplace and what other learning resources were available.
- In April, ADAPT co-sponsored, along with the Corning-Painted Post Area School District, a presentation by 17-year-old Rosie King, young ambassador for the National Autistic Society. Rosie herself has Asperger's Syndrome and has two younger siblings with autism. Her talk challenged the stereotyping of people with autism.
- In May, ADAPT hosted a lunch-and-learn workshop on the general topic of mental illness. Presenter Stacey Wade-Maser of Optum, a healthcare management company, defined the major types of mental illness and described their warning signs. She explained the impact mental illnesses have in the workplace and suggested appropriate and real-life intervention methods to use with colleagues who may be dealing with mental illness.
- ADAPT's signature event in June featured Keith O'Neil, Super Bowl-winning linebacker with the Indianapolis Colts, who gave the keynote address on his struggles with bipolar disorder. His talk centered on his life story, which was filled with failed diagnoses, challenges with anxiety and depression, and bouts of insomnia. ADAPT's executive sponsor Tom Capek, vice president, MT&E and chief engineer, said, "It can happen to anyone. We can't service our mission to be around another 165 years if we don't have great people. And great people bring everything to work with them." This event was held during Global Disability Employee Awareness Week, when ADAPT also organized a resource fair where employees could talk with local health services providers.

"These events reflect Corning's commitment to provide an environment supportive to all employees," said Tom. "When we create an inviting atmosphere for all to work in, we all benefit." The members of this ERG inspire the global Corning employee community as they live the Corning Values.



From left are: Keith O'Neil, Monica Bankston, Karl Shallowhorn, Jill VanDewoestine, Rita Shauger, Tom Capek, Paula Dolley-Sonneville, Sarah Grossman

When we
create an
inviting
atmosphere
for all to work
in, we all
benefit.

*-Tom Capek
Vice President, MT&E and
Chief Engineer*

D&I Spotlight:

Native American Council

The mission of the Native American Council (NAC) is to represent and advocate for all Native Americans in the company, as well as those employees interested in Native American culture, and to organize cultural awareness events within the company and in the community. The group's contributions in 2016 were impressive and far-reaching.

Collaboration

The NAC frequently partners with the Rochester Institute of Technology (RIT) and with other Corning Employee Resource Groups on special events. In the spring, the NAC and Corning Professional Women's Forum (CPWF) represented Corning at RIT's Native American Outreach Day (NAOD) which brought approximately 40 Native scholars to the campus. In the fall, the NAC along with CPWF, GLASS (the Latino ERG), and STICA (an ERG advocating for Asian-Indians) again had an impact on RIT's students when the group participated in a "Vision Quest" of what it would be like to work at Corning. Following a tour of Sullivan Park, the students spent time with a Corning employee to discuss what it would be like to work in their declared major field. They also spoke with Corning's recruiting task force and were encouraged to apply for internships.

Garden of Fire

A summer youth program provided by Corning area community organizations and local artists, the Garden of Fire is a series of workshops focused on gardening, art, science, nutrition, and individual growth. It concluded with a festival in August for 135 children who participated in the program and their families. The NAC hosted a booth where group members taught the students about Native American traditions and drummed with many Festival attendees. The program connects people from all areas of the region to each other. It also connects the garden to the arts, drumming to emotions, science to food and growth, and highlights the importance of honoring the Earth.

Falling Leaves Festival

In October, nearly 1,600 people came out to celebrate Native American culture at the second annual Falling Leaves Festival. The NAC arranged and promoted the community event along with other sponsors. The entertaining program featured emcee Bill Crouse, a Seneca Native and Faith Keeper from the Cold Springs Longhouse on the Allegheny Territory. Festival-goers enjoyed drumming, dancing, storytelling, and learning opportunities throughout the day. "We are proud to share our culture and provide wonderful educational experiences for the community," said Rita Shauger, one of the event's organizers.

Native American History Month

The NAC provided menus for Corning's food service providers to offer Native American food every Monday during the month of November at Corning Incorporated buildings in Corning, NY. Every item was selected because of the significance to a tribe or region and recipes were made available.

Like Corning's other Employee Resource Groups, the Native American Council works to promote the company's value for diversity and inclusion, understanding that only in the presence of both can innovation thrive.

We are proud to share our culture and provide wonderful educational experiences for the community.

-Rita Shauger
Diversity Coordinator



Employee Resource Groups

Raising Awareness, Building Central Understanding & Preparing Future Leaders

Nearly 4,000 Corning employees belong to Employee Resource Groups.

Corning proudly sponsors a variety of Employee Resource Groups in which membership is voluntary. Each group chooses leaders who work with members to develop an agreed-upon set of objectives, identify resources to meet the objectives, and ensure timely execution of deliverables. Most ERGs have an executive sponsor, who is typically a senior leader or mid-level manager at Corning. Executive sponsors provide guidance and support, ensure accountability, and serve as a link with the Office of Global Diversity and Inclusion, the overall sponsor for all Employee Resource Groups.

Through their efforts, ERGs 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, these groups draw employees into cultural activities, thereby increasing cultural understanding among colleagues that enhances working relationships. ERGs provide additional benefits to Corning, such as enabling the sharing of ideas and helping Corning attract and retain diverse talent.

Every Employee Resource Group is open to all Corning employees.

Employee Resource Group Highlights from 2016

This year, Corning's ERGs engaged in a variety of activities focused on professional development, recruiting, cultural celebrations, mentoring, advocacy, and community outreach. Each group is profiled on the pages that follow.



ADAPT (Corning's Abled and Disabled Partnering Together)

Represents: Employees with disabilities and/or individuals wishing to advocate on behalf of people with disabilities, to enhance employee performance, and enrich their experience. ADAPT helps to create an empowered, inclusive, motivated workforce and to increase employee retention.

2016 Highlights: ADAPT Corning, NY, concentrated its 2016 programming around mental health, offering five lunch-and-learn presentations on this subject throughout the year, increasing participation in their awareness-raising sessions over 2015 by three-fold. Their signature event featured a keynote address by a former NFL player on ending the stigma of mental health, attracting an audience of over 150. Around this event, the chapter also organized a resource fair of 18 area agencies whose representatives informed attendees about local services for Corning Employees and their families.

ADAPT Strykow, Poland, worked to make that Corning facility more accessible to the physically disabled and raised money for a nongovernmental organization which cares for disabled people. They also provided first aid workshops for small children and held a blood donation drive.

ADAPT Berlin, Germany, organized and participated in Global Disability Awareness Month activities including White Day when employees wore white to raise awareness for invisible disabilities such as mental illness. The group also held a Food Bazaar and collected clothes and toys for charities in Berlin.

BGC
(Black Growth Council)

Represents: Employees of African descent within the Manufacturing, Technology & 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 and tools, by identifying issues and solutions to common challenges faced in Corning Incorporated, and by enabling members to develop and grow in both the business and community arenas.

2016 Highlights: BGC again led the development and execution of a successful 2016 Black History Month program in collaboration with BTN and SBP. With the theme, “Discovering the relevance of the Black Community,” activities focused on contributions from the black community in the areas of technical innovations, cuisine, and music. The group also partnered with MT&E HR to recruit diverse talent for Corning by attending campus recruiting events as well as the National Society of Black Engineer (NSBE) conference, where they assisted in the hiring of two interns who completed successful internships in the Manufacturing Processes & Engineering Directorate in MT&E.

BTN
(Black Technology Network)

Represents: Black employees in the Technology Community. The group works 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.

2016 Highlights: Along with TCWN, BTN celebrated the 2016 nominees for STEM National Women of Color and Black Engineer of the Year Award recipients. The group also co-sponsored Black History Month activities with BGC and SBP, and hosted a career discussion workshop with Tom Capek, vice president, MT&E and chief engineer.

CCA
(Corning Chinese Association)

Represents: Employees of Chinese descent and welcomes other Corning employees interested in the Chinese culture. The group facilitates personal/professional development and networking for the Chinese community and creates an inclusive environment for the Chinese and American cultures.

2016 Highlights: CCA offered their 12th annual Chinese New Year celebrations at Sullivan Park and in the community, increasing awareness for Chinese cultural heritage. Members of the group hosted a Hefei, China government delegation visit to Sullivan Park, which provided information on Corning’s R&D program and on the technology utilized at the Gen 10.5 Plant. CCA also launched a coaching program, matching senior members with young professionals, to share experience on navigating the Sino/ U.S. cultural differences and adapting to Corning’s unique corporate culture. The group continued their Corning China Business Talks, which this year featured the president of Corning Display Technologies China, as well as the general manager of Corning Life Sciences Greater China.

Employee Resource Groups

CPWF (Corning Professional Women's Forum)

Represents: New and existing employees. Members strive to create a supportive and interactive environment for employees from all across the company by holding social networking events, by participating in community outreach programs, and by helping new employees become acclimated to both the company and the surrounding areas.

2016 Highlights: CPWF in Corning, NY, co-sponsored a Women's History Month celebration, along with the Black Women's Forum and TCWN, with the theme "Our Strength is in Our History" which focused on women's suffrage. The group worked with Corporate Communications to publish a series of interviews with women employees throughout the year, they hosted their annual "Take Your Child to Work Day" event, and added chapters in Pune, India, and Amsterdam, The Netherlands.

CPWF Clayton, Australia, offered a session on credible communication, as well as a number of lunch-and-learn events. They started a book club focused on development and celebrated a 90%+ attendance rate at member events.

CPWF Vordingborg, Denmark, raised \$2,500 for a camp that helps children with low self-esteem.

CPWF Berlin, Germany, hosted a facility-wide networking session and a "Negotiation Skills" workshop.

CPWF Pune, India, held a Ladies Lunch networking event with an HR representative to discuss issues and concerns, and organized International Women's Day events.

CPWF Airport City, Israel, hosted a discussion in heart health for women.

CPWF Tewksbury, MA, held several open events including one featuring an outside speaker whose topic was "Confidence as a Key to Successful Leadership." They offered a series of informal discussions on managing stress and work/life balance, and organized a social style identification exercise led by their division trainer.

CPWF Reynosa, Mexico, won the COC Diversity & Inclusion "You Make a Difference" award for raising \$19,000 towards purchasing an ambulance for a local cancer support organization, and continued their ongoing effort to raise member awareness about career development.

CPWF Amsterdam, The Netherlands, hosted meet-and-greet sessions with female Corning leaders and shared best practices for wellness across its membership.

CPWF Gebze, Turkey, participated in International Women's Day events.

CPWF Hickory, NC, hosted two open events, one on improving interview skills for internal positions, and another with a discussion by top leaders about succession and the core competencies required to enter the PLM organization. The group partnered with SBP on a community outreach event to promote local arts.

CPWF Wilmington, NC, held a "Take Our Children to Work Day" which exposed 80 children of employees to STEM concepts and to Corning. The group partnered with a local business women's group to support community women's development of leadership skills, and hosted an intern networking event at which participants packed over 10,000 meals while providing a casual environment for interns and CPWF members to interact with plant leadership.

CPN (Corning Professionals Network)

Represents: New and existing employees. Members strive to create a supportive and interactive environment for employees from all across the company by holding social networking events, by participating in community outreach programs, and by helping new employees become acclimated to both the company and the surrounding areas.

2016 Highlights: CPN Corning, NY, held an event at the Erwin Diesel Plant at which participants toured the facility guided by plant engineers and heard a talk by the plant manager on careers at Corning. Members volunteered at a local food bank where they helped to assemble over 1,000 bags of food for children in the region. The group also updated their New Employee Local Resource list by surveying the Diversity Network; the list provides valuable information for area newcomers.

CPN Hickory, NC, held their annual kick-off event, facilitating networking activities with several organizational leaders to increase membership. They hosted three volunteering and networking opportunities, including serving meals at a soup kitchen, tile-making for a community mural, and completing special projects for a women's shelter. The group also facilitated an employee/intern networking event with 50 participants.

CPN Reynosa, Mexico, organized two community aid efforts: an ongoing plastic recycling program to raise money for cancer treatment of local children; and the collection and delivery of five pallets of hygiene supplies to Reynosa nursing homes. Group members initiated a soccer tournament that involved over 200 participating employees.

C-VETS
(Corning Veterans Engaged to Support)

Represents: Military veterans and their supporters at Corning. The group provides a forum for sharing, giving back to other veterans, and identifying resources that enable their members to be their best as individuals or as employees of Corning Incorporated.

2016 Highlights: C-VETS Corning, NY, held a Veterans Day event to honor more than 65 Corning employees and retirees who are military veterans from the Vietnam War-era. Members participated in a wreath-laying ceremony at an area national cemetery to honor the graves of veterans. A C-VETS member participated in a veteran's Honor Flight to Washington, DC, by acting as a guardian for a Corning area Vietnam veteran. The group also held its third annual Christmas visit at the Bath (NY) VA Medical Center where they delivered Christmas stockings and donated 25 bedding sets to the facility's Jump Start program, which provides household items to veterans who are homeless or recently released from the facility's drug and rehabilitation unit.

C-VETS Blacksburg, VA, hosted a Veteran's Day fundraiser and raised \$800. The group combined efforts with the VFW to buy new flags, do yardwork, and sponsor Patriot Pen and Voice of Democracy scholarships. They also collected Toys for Tots and care packages for overseas troops and their VA hospital.

C-VETS Concord, NC, celebrated their chapter's beginning with 56 members and held an initial fundraiser by selling American flags to employees. They inaugurated a partnership with a local VFW chapter to work on community projects and partnered with EDGE Concord to establish a local STEM program.

EDGE
(Ethnically Diverse Group of Employees)

Represents: All Corning employees. The group's membership largely comprises people whose ancestry includes continental Asian, Pacific Islander, and Latin American. Members work to ensure that Corning's ethnic minorities achieve their full potential as valued employees and are recognized as a competitive advantage.

2016 Highlights: EDGE Corning held their annual event where the keynote speaker was Jane Hyen, founder and president of Jane Hyen & Associates. The group also completed a member survey and reorganized their chapter. They created a new professional development process for EDGE members and participated in the Tour de Keuka, a fundraiser for the Food Bank of the Southern Tier.

EDGE Concord, NC, established a STEM program at the Concord facility in conjunction with C-VETS Concord and Concord HR, and participated in their first STEM event at a local high school for 200 students. Members also supported events to honor Martin Luther King Day and to fundraise for United Way.

EDGE Wilmington, NC, held its sixth annual Passport to the World cultural awareness event and organized a membership drive to increase the number of EDGE members.

GLASS
(Global Latino Advancement and Success Society)

Represents: The Latino employees of Corning. Members work to promote Latino advancement, cultural awareness, talent recruitment, retention, and professional development, to help Corning achieve its strategic goals as they relate to diversity, growth, and business objectives.

2016 Highlights: GLASS sponsored a recruitment event at Cornell University and co-sponsored a musical event with Corning Civic Music in celebration of Hispanic History Month. The featured artist was the Arthuro O'Farrill Cuban Jazz Octet.



Employee Resource Groups

MT&E ALG (MT&E Asian and Latin Group)

Represents: Corning employees of Asian or Latin American heritage who are a part of the Manufacturing, Technology, and Engineering (MT&E) function. The group works to ensure that its members are able to achieve their full professional potential, and to add competitive advantage with their cultural diversity.

2016 Highlights: MT&E ALG hosted four events connecting new hires and key business visitors from Asia and Corning, as well as career development workshops and a dialogue with international leaders.

NAC (Native American Council)

Represents: The Native Americans at Corning and all Corning employees interested in the Native American culture. The NAC provides support to current and future Native American employees, actively participates in recruiting and retention efforts, and organizes cultural awareness events within the company and in the community.

2016 Highlights: NAC held their second annual Falling Leaves Festival, which attracted 1,600 people. This community event featured Native American dancing, drumming and singing, and a live hawk demonstration. The event offered Native American food and crafts as well as a large variety of other vendors and demonstrators. The group hosted a “Vision Quest” recruiting event at Sullivan Park for diverse RIT students and faculty, where participants were able to interact with Corning leaders and to experience 1:1 sessions with employees. NAC members performed and provided cultural education at the Garden of Fire local community arts event attended by several hundred young at-risk children. To commemorate Native American Month, the group worked with Corning’s food service to offer Native American recipes.

SBP (Society of Black Professionals)

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

2016 Highlights: SBP Corning, NY, achieved close to a 50% year-over-year increase in their coaching program and introduced a mentoring circles program consisting of small group discussions about professional development with Corning leaders.

SBP Hickory, NC, collaborated with CPWF on an interviewing skills program during which participants were able to get feedback on their resumes and network with hiring managers.

SBP Treyburn, NC, was newly formed in 2016.

SBP Wilmington, NC, hosted a career planning workshop in collaboration with HR that included teleconference participation from the Concord Plant. More than 50 salaried employees attended this program which addressed practical techniques for evaluating career opportunities. The workshop was followed by a plant development series on careers involving international assignments and assignments in other businesses.

**SPECTRA
(Lesbian, Gay, Bisexual, Transgender
ERG)**

Represents: The gay, lesbian, bisexual, and transgendered employees at Corning. SPECTRA works to create an environment that embraces and celebrates diversity in sexual orientation, family arrangement, and gender identity/expression, by supporting the individual, the corporation, and the community.

2016 Highlights: SPECTRA hosted a free comedy event for the community that was open to the public. For Corning employees, the group held an ice cream social/brown bag event on transgender topics and general LGBT terminology.

**STICA
(Southern Tier Indian Cultural
Association)**

Represents: The people of Asian-Indian origin in the Southern Tier of New York, as well as anyone interested in the Asian-Indian culture. This group offers a support network through social and cultural activities involving all Indian-Americans in the area and works to gain recognition for Indian-Americans as valued citizens within Corning Incorporated and in the community.

2016 Highlights: STICA collaborated with company leadership and HR on an ongoing program to achieve a single comprehensive immigration process across the corporation. The group held a Speaker Series to discuss and develop soft skills. Members participated in community outreach programs like Relay for Life and assisted the county library with their book sale fundraiser.

**TCWN
(Technology Community Women's
Network)**

Represents: Women across the Technology Community at Corning. TCWN works to empower women across the Technology Community to achieve their full potential while contributing to the company and the community.

2016 Highlights: TCWN held a Women's Forum at the Corning Museum of Glass for over 50 participants. The forum featured a keynote address on confidence and empowerment, as well as facilitated workshops on that subject. The group also collaborated with CPWF and the Black Women's Forum to coordinate the Women's History Month celebration.



External Awards & Recognition

Throughout its history, Corning has received numerous awards from around the world. We are proud of our accolades, including those related to diversity and inclusion. The following 2016 awards are particularly noteworthy.

The Human Rights Campaign

The Corporate Equality Index serves as a benchmark for U.S. businesses' adoption of inclusive policies and benefits for LGBT employees. Even after a significant heightening of qualifying criteria for 2016, Corning Incorporated received a 100 score for the eleventh straight year.



Top Supporter of the Historically Black Colleges and Universities (HBCUs)

For the 14th consecutive year, Corning was recognized by U.S. Black Engineer & Information Technology (USB&IT) magazine for its commitment to supporting the 14 accredited HBCUs and ensuring a strong, diverse pipeline of STEM talent.



NGLCC's Best-of-the-Best List

The National Gay & Lesbian Chamber of Commerce (NGLCC), the business voice of the LGBT community, in collaboration with its partners in the National Business Inclusion Consortium (NBIC), named Corning Incorporated to their inaugural Best-of-the-Best list of corporations in America committed to diversity and inclusion across all community sectors. The rating is based on supplier diversity initiatives, employee resource groups, workplace engagement opportunities, and diverse marketplace and community engagements. NGLCC is the largest global not-for-profit advocacy organization specifically dedicated to expanding economic opportunities and advancements for LGBT people. NBIC is a coalition of national diverse business organizations spearheaded by NGLCC that 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.



Women of Color STEM Recognition

The Women of Color awards are presented by the Career Communications Group to recognize outstanding minority women in the STEM fields.



Aleksandra Boskovic

Aleksandra Boskovic, research director for Optics, Surface, and Integration Technologies at Corning Incorporated, was named 2016 Technologist of the Year at the 21st Annual Women of Color STEM Conference. Dr.

Boskovic has five patents that enable telecommunications systems to keep up with bandwidth growth at the speed of light. She leads a research group that builds understanding in optics, surface science, and thin films in order to make important inventions. These innovations are for high bandwidth communications, data center applications around the world for productivity and higher capacity, and novel glass surfaces. Named to the Technology Rising Star list at the Conference were: Dr. Yan Jin, senior research scientist, Biochemical Technologies; Dr. Xinyuan Liu, senior research scientist, Chemical Measurements; and Dr. Zhen Song, research associate, Materials Processing.



Dr. Yan Jin, Dr. Zhen Song, Dr. Xinyuan Lui

Black Engineer of the Year Awards

The BEYA 2016 Emerald Honors award recipient for Research Leadership was Dr. Carlo Kosik Williams, program manager, Thin Films Research at Corning. Dr. Williams was recognized as being a consistent leader in discovering, developing, and implementing new technologies, with an impact that radiates out into the product line, changing the way in which people live and work. Dr. Haregewine Woldegiworgis, senior research scientist, MT&E, and Dr. Adama Tandia, research associate, Modeling & Simulation, both received the Modern Day Technology Leader Award, which acknowledges those in the STEM field who are shaping the future of engineering, science, and technology.



Back Row (L to R): Michelle Pastel, Carlo Kosik Williams, Adama Tandia, Nogaye Ka, and Mark Vaughn
Front Row (L to R): Azita Eshraghi and Haregewine Woldegiworgis

Distinguished New Engineer Award from the Society of Women Engineers

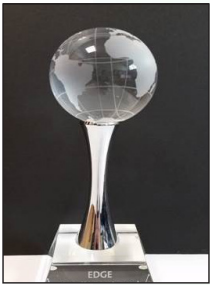
Founded in 1950, The Society of Women Engineers (SWE) is the world's largest advocate for women in engineering and technology. With a membership of more than 30,000, the organization provides development programs, networking, scholarships, and advocacy. Gail Dyer, mechanical engineer, Machine & Automated Systems, MT&E, was presented with this award at the Society's annual conference, to recognize her contributions to the organization's programs, to engineering, and to the community during the first 10 years of her career. She has aided innovation projects for Corning and holds a patent for a method of molding hot, three-dimensional glass parts. While working as a robotics expert for Corning, Gail also serves as president of the Twin Tiers, New York Chapter of SWE. As leader of 70 women in her SWE chapter, she organizes events and has helped raise more than \$14,000 in scholarship funds for students pursuing STEM careers.



Gail Dyer and Jessica Rannow

Internal Awards & Recognition

EDGE Awards



The EDGE Awards recognize individuals or teams whose contributions and behaviors demonstrate exceptional commitment to diversity.

Recruiting, developing, and retaining world class employees is critical to achieving Corning's vision. This world class talent is as diverse in background, thoughts, and ideas as it is in culture, religion, or ethnicity. The Excellence Award, given to John Mauro, senior research manager, glass research, S&T, recognizes an individual who embraces of our differences as well also our similarities, and strengthens the bond across our diversity. The EDGE Diversity Champion Award was presented to the OFC Wilmington Plant Leadership Team. Both awards are given to those who lead by example and value diversity. They do this by:

- Embracing Corning's inclusive culture and advocating for ethnic diversity initiatives.
- Coaching and contributing towards ethnically diverse employees' professional development.
- Helping to resolve challenges faced by ethnically diverse employees.
- Leveraging diversity to improve business performance
- Actively participating and/or encouraging individuals to participate in EDGE and other diversity activities.
- Proactively raising diversity-related issues to relevant personnel.

Corning Fellow Recognition

Two of Corning's most renowned technical leaders – Shawn Markham and Dr. Charlene Smith – were recognized as Fellows in 2016. Charlene is the third woman in Corning's history to be named a Research Fellow. And Shawn is the first woman to earn Corning's title of Engineering Fellow. Because the level of contribution is so high, it can take nearly 30 years to become a Fellow. It's a distinction reserved for those who make the most influential research, development, and engineering contributions to the company. Corning sees this milestone for Charlene and Shawn as particularly significant because it indicates how the company's culture is fostering female leaders.



Shawn Markham



Dr. Charlene Smith

S&T Innovation Awards: Stookey Award

Qiang Fu was the 29th winner of the Stookey Award, which recognizes a member of the research organization whose work for Corning, like that of the award's namesake, the late Dr. Donald Stookey, has led to significant creation and furthered the understanding of a new phenomenon. Qiang's achievements during his career at Corning include initiating the first exploratory bioactive glass project as well as the development of two novel borate glasses that can support invitro wound healing. In addition, from an original research perspective, Qiang discovered the first petalite glass-ceramic and was able to make it fully transparent with good fracture toughness and ion-exchange capability.



From left, Mike Pambianchi, Qiang's wife Lily, Qiang Fu, Qiang's father-in-law, David Morse, and Gary Calabrese

S&T Innovation Awards: Development Excellence Award

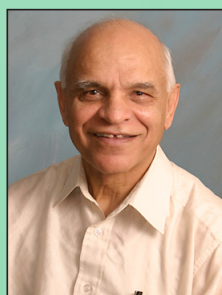
Allison Tanner was awarded the 2016 Development Excellence Award. She is the ninth winner of this prestigious award, which recognizes an individual for outstanding contributions in product and process development with consistency of performance over time – who is also considered a role model among colleagues within the organization. As a 19-year Corning veteran and development associate within the CLS Development organization in Kennebunk, Maine, Allison is the first Life Sciences employee to receive this recognition. She has developed many new products for the business throughout her career and has 66 invention disclosures and 22 U.S. patents. Allison is a highly sought-after technical project lead, who effectively utilizes Corning’s Innovation process to deliver technology.



From left, Tony Frutos, John Coddaira, Allison Tanner, David Morse, and Tim Hunt

STICA Diversity Excellence Award

Recruiting, developing, and retaining world-class employees is critical to achieving Corning’s vision. STICA’s Excellence Award is designed to recognize an individual at any level in the company who has led by example, contributing towards the professional development of employees of Indian origin, being a strong advocate of ethnic diversity initiatives, and helping, directly or indirectly, to resolve challenges encountered by employees of Indian origin, and who values diversity of cultures, ideas, thoughts, and styles. In 2016, STICA presented this award to Dr. Suresh Gulati, a Research Fellow who retired in 2014. During his nearly 50 years with the company, Dr. Gulati, one of the first Indian immigrants to be hired, inspired everyone who knew him with his humanity as well as his commitment to civil rights and diversity.



Dr. Suresh Gulati

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

The new “You Make a Difference” award was established by COC to recognize colleagues who go far beyond what is expected of them when it comes to diversity and inclusion. In 2016, the award’s inaugural year, more than 60 nominations were received from employees from around the globe. Each award decision was made by a region-specific selection committee whose membership included ERG leaders and HR representatives. The inaugural winners were:

- **From APAC:** Wei (Vivian) Cui, CS and planning director in Shanghai, China.
- **From EMEA:** Hagen Kriesing, senior product line specialist, RF Connectivity in Berlin.
- **From the U.S./Canada:** Lynore Young, OFC Division Engineering program manager in Wilmington, North Carolina.
- **From CALA:** the CPWF Reynosa, Mexico chapter.



The winners will receive the Flame AGlow Award at a local celebration event. It was chosen to represent the Corning blue, a flame for lighting the way, and the blending of blue and gold colors representing the richness of diversity and inclusion.



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