



2014 Global Diversity & Inclusion Annual Report

CORNING



“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**



Map data from PeopleSoft. Location designations are approximate.

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Diversity & Inclusion at Corning

Diversity is 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 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.

Overview



A Message from Christy Pambianchi Senior Vice President, Human Resources

As we publish the 2014 Global Diversity and Inclusion Annual Report, we celebrate Corning's continued strong financial performance. We closed the year with our ninth consecutive quarter of core earnings growth. As a result, we have been able to invest in innovation and our businesses, making Corning a larger, more stable company.

As Senior Vice President of HR, I am keenly aware that this kind of success would not be possible without our global workforce of more than 34,000 individuals. It takes all of us leveraging our diversity and working together to continue Corning's legacy as a renowned innovation leader. Together we help our customers solve complex problems by inventing and commercializing breakthrough technologies that often revolutionize entire industries and change the world.

Our ability to remain at the forefront of global innovation will continue to rely on the contributions of all Corning employees – those who are here today as well as the workforce of tomorrow. That's why our Talent Management strategy is focused on a strategic imperative to attract, develop, and retain diverse talent with deep technical and commercial knowledge. Our strategy is equally focused on increasing the number of diverse employees in our leadership ranks. 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.

Equally important, we all must recommit ourselves to living Corning's Values as part of our corporate objective to "build momentum and grow." That's why we launched a major deployment initiative in 2014 to share the Values with our new employees and refresh them for our legacy workforce. (You can learn more about this on page 22.) I challenge every one of us to bring the Values to life by living all seven, all around the world, all the time.

Looking ahead, we are acutely aware that there is a significant gap in the number of skilled workers who can fill STEM (science, technology, engineering, and math) -related jobs. This is a major concern for Corning as the vast majority of our positions require STEM skills. To help close the gap, Corning is undertaking a number of initiatives in the communities where we operate to improve STEM education and inspire interest in related careers. We're optimistic about the impact these programs will have, and I remain excited about Corning's future – for its employees, its customers, and the people of the world who benefit from our products and technologies every day.

Enjoy exploring this Annual Report of our 2014 achievements in Diversity and Inclusion. We have much to be proud of. Thank you for your contributions to Corning.

A handwritten signature in black ink, appearing to read "Christy Pambianchi". The signature is fluid and cursive.

Christy Pambianchi

Welcome to Corning's 2014 Annual Report on Global Diversity and Inclusion! I am excited to share this summary of our most recent accomplishments in Corning's ongoing diversity journey. Key highlights include:

- *Partnering with Cornell University to design and administer an in-depth Diversity and Inclusion survey to Corning employees.* We will rely on the findings from this and other voice-of-customer research to inform our new diversity strategy that will be developed and deployed in 2015. It will be fully aligned with our Talent Management strategy and corporate priorities, and designed to guide us in the years ahead.
- *Providing a variety of professional development opportunities.* We hosted a well-attended webinar on the topic of Millennials to provide awareness and understanding about age as a form of diversity. Also, we continued to offer the popular Efficacy of Leadership training, which is offered to current and emerging Affinity Group leaders. It is designed to help participants leverage their role as champion of their respective groups and to develop their leadership skills. To date, 139 people have completed this training including 17 in 2014. Additionally in 2014, we piloted a new Microinequities Training course with select extended leadership teams from Corning Environmental Technologies and Corning Optical Communications. The essence of the program is to bring attention to the power that micro-messages have on leadership effectiveness, unconscious bias, and employee

performance. This program will be expanded in 2015.

- *Adding two new Affinity Groups to represent important employee constituencies.* GLASS (Global Latino Advancement and Success Society) and C-VETS (Corning Veterans Engaged to Support) both sponsored events and began what is sure to be an impactful legacy within the Diversity Network. In addition, legacy groups expanded with a new chapter of EDGE in Concord, a new chapter of CPN in Hickory, and a new chapter of ADAPT in Germany (EMEA). Details can be found on page 12.
- *Revamping our monthly "What's New in Diversity" newsletter into a quarterly publication called "Mosaic."* The new name was chosen to symbolize our diverse and multicultural employees, as we are a mosaic of people and stories. Our goal in 2015 is to publish "Mosaic" exclusively on the Blue Line.
- *Receiving a number of important diversity awards from external entities.* While we can never rest on our laurels, this recognition validates that we are heading in the right direction on our continuing diversity journey.

I encourage you to read on to learn more about Corning's Diversity and Inclusion initiatives, which contribute to the quality of our working environment and our company's overall success.



Monica Bankston

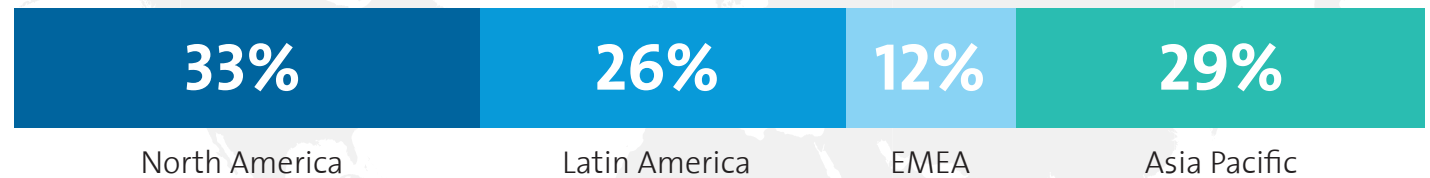


A Message from Monica Bankston Talent Manager, Global Diversity & Inclusion

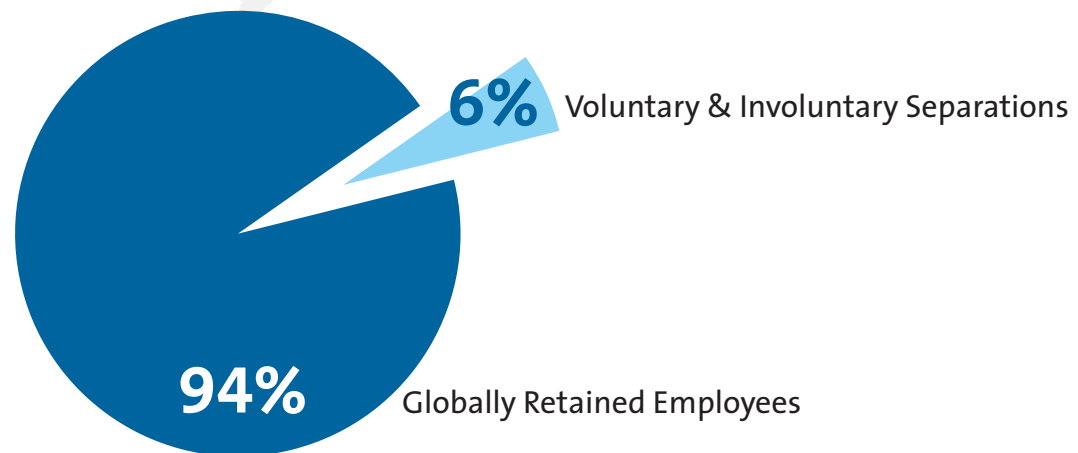
Our Diverse Workforce

2014 Snapshot: What does Corning look like?

Global Distribution of Corning Employees

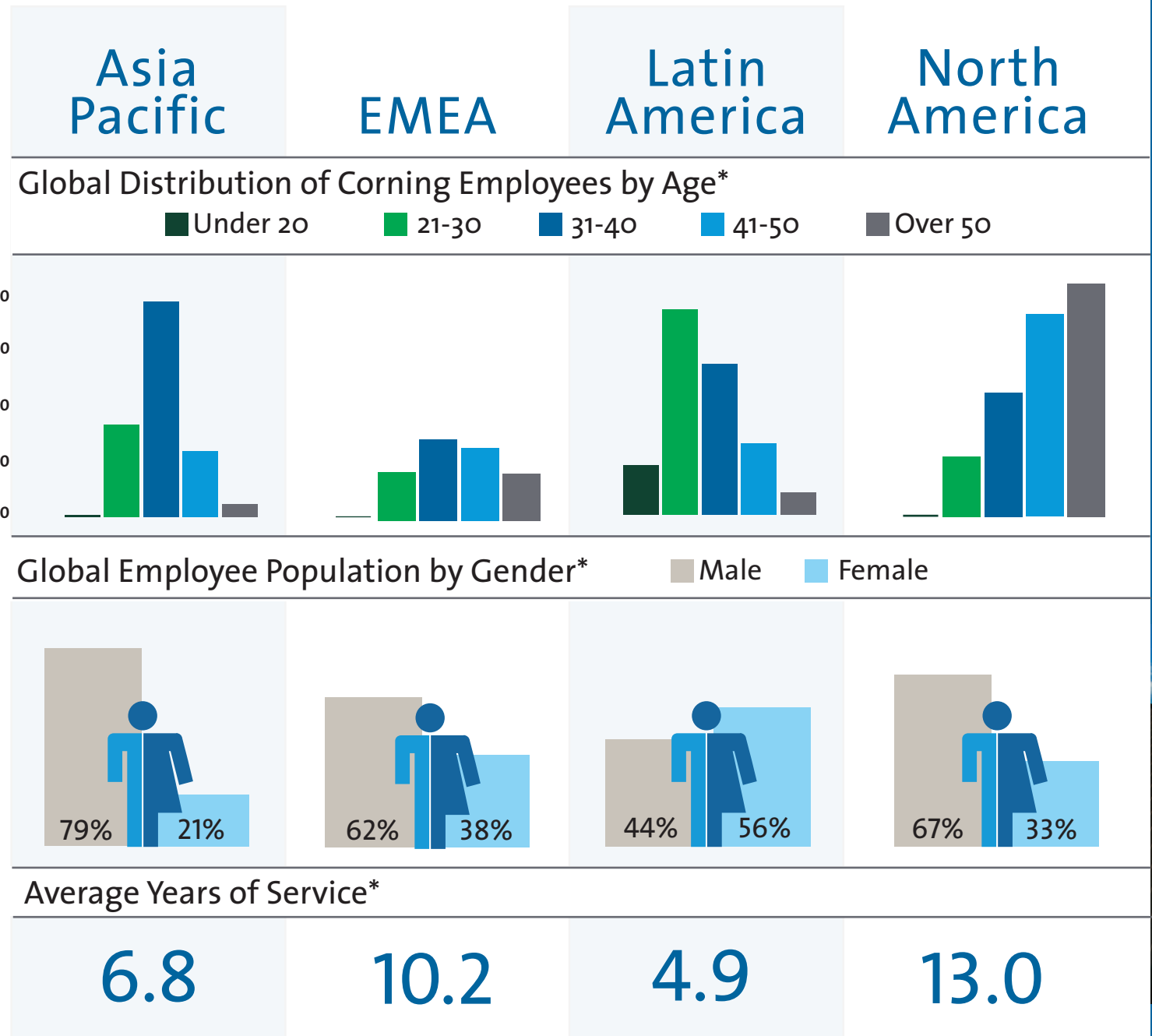
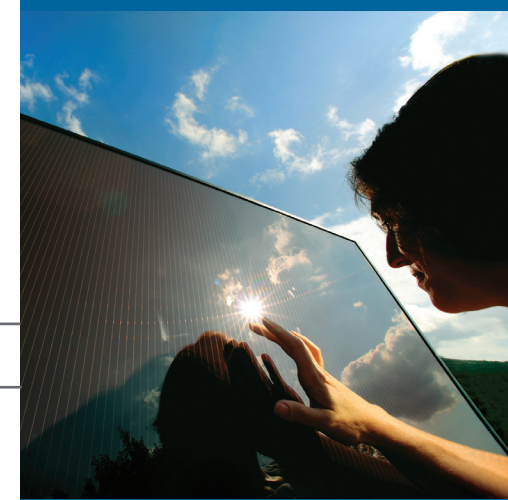


Global Salaried Employee Retention Rate



DID YOU KNOW

In 1990, 20% of Corning employees were located outside the U.S.
 By 2014, that number had increased to 66%.



* Data does not include Corning Precision Materials



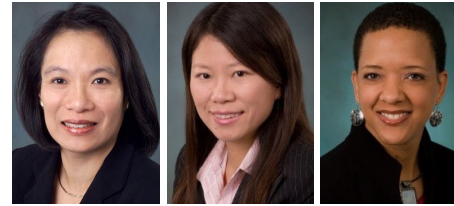
The UP² Initiative Unite and Prepare Together

UP²: Women Helping Women Succeed

Throughout Corning's 164-year history, women have played a significant role in the life-changing innovations that are the hallmarks of our company's legacy. UP² is a catalyst to help us build on that legacy by developing the next generation of women leaders at Corning.

The women of the Corning Management Group (CMG), led by the Core Team of Senior Vice President of HR Christy Pambianchi, Business Technology Director for Advanced Glass Technologies Dr. Polly Chu, Vice President of Global Supply Management Cheryl Capps, Division Vice President and Assistant Controller Kathleen Good, Vice President of Commercial Operations for Life Sciences Lydia Kenton Walsh and Senior Vice President for Manufacturing Mariam Wright, launched UP² in 2013 by calling upon the top 200 women leaders at Corning to help form an initiative specifically to facilitate and support mentoring relationships between women.

Christy challenged them to take personal responsibility for helping others advance by mentoring at least two other women in the company. The benefits of mentoring are numerous for mentors and mentees. This is especially true in our company which is highly relationship-driven; effective internal networking has become a crucial skillset for anyone who wants to advance their career at Corning.



A shining example of what UP² is all about can be seen in the relationship Dr. Polly Chu has as a mentor to Dr. Ying Li and Dr. Millicent Ruffin. Polly has been coaching both women since 2003.

According to Millicent Ruffin, "Polly helped me develop career goals when I was a young scientist trying to establish a track record. She followed through by coaching me and helping me develop the necessary skills to achieve those goals. Now, a decade later, she is still supporting my career growth by advocating for me when career expanding opportunities arise."

Ying Li also emphasized the evolving range of assistance and feedback she has received from in 10 years of coaching. As a newcomer to the group and a non-native English speaker, Ying was encouraged by Polly to keep working on her professional development and contribute more to the project and team. Later on, she supported Ying's efforts to complete a PhD dissertation. "Polly is a great listener and my sounding board, helping me to realize that there are always solutions – I just have to discover them," says Ying.

According to Polly, "Successful mentoring is a two-way street. These rewarding relationships have not only helped Millicent and Ying in their career paths, but they have given me different perspectives on varying cultures and expectations across the corporation, as well as helped me grow as a leader."

As relationships like these expand across Corning, and women understand it's "up to us" to help each other, the numbers of women in the top ranks of the company will grow and so will the continuing legacy of their meaningful contributions to the company.

EMEA Diversity Council

The growing global Corning Optical Communications (COC) footprint requires employees to have transferrable skills, expertise, and fluency across cultures. Formed in 2010, the EMEA Diversity Council supports these requirements by helping to ensure diversity awareness, establishing annual objectives, and leading a variety of diversity and inclusion initiatives across the region. In 2014, the EMEA Diversity Council's activities were concentrated in three focus areas described below along with highlights from this year.

Focus Area #1: Increasing women in leadership positions.

In 2014, the Diversity Council worked with CPWF's (Corning Professional Women's Forum) EMEA chapter, to sponsor a Women in Leadership panel at the Berlin Technology Center. The two organizations also collaborated to establish a new Blue Line group.

Focus Area #2: Ensuring representation of people with disabilities.

In 2014, the Diversity Council participated in Global Disability Employment Awareness Month by hosting a variety of activities in numerous Corning locations including Vordinborg, Denmark; Hagan and Berlin, Germany; Tel-Aviv, Israel; Strykow, Poland; and Gebze, Turkey. In addition, a new ADAPT (Corning's Abled and Disabled Partnering Together) Affinity Group chapter was established in Strykow, Poland.

Focus Area #3: Building generation diversity awareness.

In 2014, the Diversity Council sponsored multiple "lunch & learn" training sessions in Poland and Germany. The sessions were designed to increase awareness of generations as a form of diversity.

The EMEA Diversity Council is sponsored by Carine Hutle, director, Business Operations, Optical Communications in Berlin, and its members include representatives from Denmark, Germany, Israel, Poland, and Turkey. The team will continue its important work in 2015.

Did You Know

The Women's Engineering Forum is a resource for CET Division Engineering, and has expanded to the Erwin, Diesel, and IDM plants. The Forum hosts two workshops per year on member-suggested topics. These workshops enable women to share their experiences and find solutions to unique issues they face at work, such as different communication styles, ways of expressing emotions, and work-life balance needs.



Diversity Network



The Diversity Network: Driving Solutions & Sustaining an Inclusive Environment

Corning's Diversity Network includes representatives from all of Corning Affinity Groups, which are recognized by the company and the Global Diversity and Inclusion Office as representing the interests of a particular employee segment.

The Diversity Network's vision is to unite Affinity Groups throughout the company and support diversity initiatives with the intent that every employee shall have the opportunity to participate fully, to grow professionally, and to develop to his or her highest potential. Its mission is:

- To provide a forum for all Affinity Groups to come together to share best practices, knowledge, experiences, and resources.
- To provide representative voices to employees and leadership.
- To make diversity more visible.

Affinity Groups

Nearly 3,000 Corning employees belong to Affinity Groups.

Affinity Groups: Raising Awareness, Building Cultural Understanding & Preparing Future Leaders

Corning proudly sponsors a variety of Affinity Groups in which membership is voluntary. Each group chooses a leader who works with members to develop an agreed-upon set of objectives, identify resources to meet the objectives, and ensure timely execution of deliverables. Most Affinity Groups 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 Global Diversity and Inclusion Office, the overall sponsor for all Affinity Groups.

Through their efforts, Affinity Groups 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. Affinity Groups provide additional benefits to Corning, such as enabling the sharing of ideas and helping Corning attract and retain diverse talent. Every Affinity Group is open to all Corning employees.

DID YOU KNOW

Corning's first Affinity Groups were the Society of Black Professionals (SBP) and Corning Professional Women's Forum (CPWF). The two newest groups are GLASS (Global Latino Advancement and Success Society) and C-VETS (Corning Veterans Engaged to Support).



The Affinity Group with the most chapters in 2014 was the Corning Professional Women's Forum, with chapters in Corning, Hickory, Wilmington, Reynosa, and EMEA.

Affinity Group Highlights from 2014

Corning began the year with 14 active Affinity Groups and ended with 16 after two new Affinity Groups were founded. The newest additions represent vital employee constituencies: veterans and Latinos. Corning's legacy Affinity Groups continued their membership activities as well as their contributions to the greater Corning community. Each group is profiled here.

C-VETS

(Corning Veterans Engaged to Support)

Represents: Military veterans and those who support veterans at Corning. C-VETS offers opportunities for members to participate in community outreach efforts on behalf of military families and works to educate and provide resource information for Corning veterans about military entitlements and benefits. The group also assists with the company's recruitment of former and current members of the military.

Highlights for 2014: C-VETS held their inaugural event in conjunction with Veteran's Day to honor those who have served in the military. The keynote speaker was Eric Musser, executive vice president, Corning Technologies and International, and a veteran. C-VETS also supported the Veteran's Association in Bath, NY, at their Christmas event.

GLASS

(Global Latino Advancement and Success Society)

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

Highlights for 2014: GLASS held its inaugural event in October. It featured a panel discussion moderated by Eric Elder, director, Talent Acquisition, on the topic of "Breaking the GLASS Ceiling: Latino Leadership in Corporate America." During this event the group recognized pioneering current and former Corning employees who demonstrated leadership and work excellence.



DID YOU KNOW

Corning translates critical documents into nine languages to ensure understanding among its global employees: French, German, Hindi, Japanese, Korean, Mandarin Chinese, Polish, Spanish, and Traditional Chinese.

ADAPT

(Corning's Abled and Disabled Partnering Together)

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

Highlights for 2014: ADAPT focused its programming on Autism and the Autism Spectrum. Throughout the year, there were presentations and educational opportunities to learn about diagnosing, treating, and living with Autism.

ADAPT Corning coordinated local events for the company's Global Disability Employment Awareness Month in October, which included a keynote speech by Temple Grandin, and it announced the 2015 formation of a new ADAPT chapter in Germany.

ADAPT Poland held weekly events for Global Disability Employment Awareness Month. The events included topics such as diabetes, obesity, epilepsy, and cancer awareness.



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, tools, and understanding.

Highlights for 2014: In February, BGC led and co-sponsored a series of events for Black History Month including the Community Read-in Program. The group collaborated with other Affinity Groups to offer members presentations and workshops on career development, succession planning, and skills development. BGC also sponsored Toastmasters, a forum for its members and other Corning employees to increase their presentation skills.



BTN

(Black Technology Network)

Represents: Black employees in the Technology Community. The group works to advocate for the integration of Black employees into the innovation and leadership fabric of the Technology Community.

Highlights for 2014: BTN continued to concentrate on career development for its members by holding a series of professional development roundtables and presentations. They also collaborated with other groups to offer three screenings of and audience discussions about the film "Percy Julian – Forgotten Genius" during Black History Month.



CCA

(Corning Chinese Association)

Represents: The Chinese community in the Southern Tier region and welcomes other Corning employees who are interested in the Chinese culture. CCA hosts Chinese cultural events, facilitates networking, and offers personal/professional development opportunities for its members.

Highlights for 2014: This was the tenth consecutive year that CCA held its Chinese New Year event at Sullivan Park for Corning employees, as well as hosting a celebration for the larger community. Both events featured Chinese music and dance, costumes, and traditional Chinese foods. During the year CCA sponsored career development workshops and participated in community events such as the Colonial Days Parade and a Regional Art event. They offered other cultural celebrations for Mother's Day and Mid-Autumn, and they provided support and funding for the Corning Chinese School.





CPN (Corning Professional Network)

Represents: CPN welcomes new employees to Corning. Members work to create a supportive and interactive environment that will enable new employees to become acclimated to the Company and the surrounding area. The group offer social and networking opportunities, as well as community outreach programs and volunteering opportunities.

Highlights for 2014:
CPN Corning developed and launched a new member orientation kit. Members raised more than \$500 for the Food Bank of the Southern Tier, which serves the hungry in Corning, NY, and the surrounding area. CPN expanded with a new chapter in Hickory, NC.

CPN Hickory held its kickoff event in April. Members volunteered during four shifts over two days to serve 500 plates of food to families in need in their community.



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 self-development and leadership skills. By aligning with corporate objectives, CPWF strives to have a positive influence on the lives and careers of Corning women worldwide by creating and connecting stronger contributors and future leaders.

Highlights for 2014:
CPWF Corning sponsored Women's History Month with a broadcast panel discussion featuring senior women leaders. Christy Pambianchi, senior vice president, Human Resources provided an update on the UP² Women's Initiative. The group sponsored the "Take Your Child to Work" event for Corning employees, as well as a series of workshops on topics such as The StandOut Advantage, MBO/PD&R writing, and Personal Branding.

CPWF Hickory co-sponsored a personal branding event, sent eight members to the Women in Leadership conference, engaged with summer interns, and participated in the Diversity Fair held in Keller, TX.

CPWF Wilmington sponsored "Take Our Children to Work Day" with 60+ attendees, the WoW (Women of Wilmington) Speaker event, book clubs, and community outreach to middle school STEM clubs.

CPWF Mexico sponsored a race/walk event supporting Autism awareness and raised more than \$16,000 for CAM Reynosa, an organization that provides therapy, treatment, and education for kids and teenagers with Autism and special capabilities.

CPWF EMEA raised funds for a children's hospice organization and hosted a Focus on Women leadership presentation that was broadcast to all EMEA locations.



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.

Highlights for 2014:

EDGE Corning sponsored its EDGE Speaks training and offered body language and Strength Finder training for its officers. The group co-sponsored the Dialogue with Asian Leaders series and hosted its Annual Event with keynote speaker Ted Childs, retired IBM executive. EDGE grew by launching a new chapter in Concord, NC, in 2014.

EDGE Concord hosted a Passport to the World event, attended the Diversity Fair in Keller, TX, and sponsored Spanish and Chinese classes for employees.



EDGE Wilmington collaborated with other Affinity Groups in Wilmington to participate in a STEM program at two local schools and a three-part Plant Development series to review the advantages of merging Optical Fiber and Cables into COC. The group also hosted the Passport to the World event for employees at Wilmington.

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. MT&E ALG works to ensure that their members are able to achieve their full potential as valued employees.

Highlights for 2014: The group co-sponsored the fourth Dialogue with Asian Leaders, an event that brings the company's Asian leaders to Sullivan Park to provide a business overview from Asia, and to share experiences and potential opportunities. MT&E ALG also co-sponsored the Born Learning Trail stencil-painting project at McKinnon Park in Elmira, NY, for the United Way Day of Caring.



NAC (Native American Council)

Represents: Native Americans at Corning and is open to all Corning employees interested in the Native American culture. NAC actively participates in the recruiting and retention of Native American employees. The group provides support for current and future employees, and offers cultural awareness events.

Highlights for 2014: NAC represented Corning at the 2014 AISES (American Indian Science and Engineering Society) National and Regional conferences, and hosted "Vision Quest" for college students to experience what a career at Corning could be. To promote the understanding of the Native American culture, NAC co-sponsored a presentation by author and filmmaker Sherman Alexie with the Rockwell Museum. The group celebrated Native American History month by offering a series of events, culminating with "Rock Your Mocs" featuring Bill Crouse, a Seneca native.



SBP (Society of Black Professionals)

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

Highlights for 2014:

SBP Corning co-sponsored the Black History Month events series and offered career development presentations. The group held its annual convention focused on career development training with workshops and panel discussions by senior Corning leaders. This year the convention's theme was "Expect to Win," and the keynote address was given by Tom Capek, Chief Engineer.

SBP Hickory co-sponsored a personal branding event by Dr. Karen Matthews, manager, Technology and Market Development.



SBP Wilmington hosted a variety of events and activities to mark the Martin Luther King, Jr. holiday in January, screened over 150 students at the NSBE Conference in March, and sponsored several professional development sessions throughout the year.

SPECTRA (Lesbian, Gay, Bisexual, Transgender Employee Resource Group)

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

Highlights for 2014: SPECTRA sponsored two events: "Gender 101" with guest speaker Jeanne Gainsburg, outreach coordinator for the Gay Alliance of the Genesee Valley, for all employees, and its annual community event featuring popular comedienne Suzanne Westenhoefer. Members participated in the Ithaca/Southern Tier AIDS/HIV Ride to raise money for the Southern Tier AIDS Program. Additionally, the group assisted with the Corning's submission to the Human Rights Campaign's Corporate Equality Index (CEI).



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. The group offers a support network through social and cultural activities involving all Indian Americans in the region.

Highlights for 2014: STICA hosted its annual Diwali Festival of Lights event to showcase Indian food, costume, and dance. Also, the group hosted a community event for India Day in downtown Corning and co-sponsored the Dialogue with Asian Leaders series at Sullivan Park. In addition, STICA members volunteered and raised funds for the American Cancer Society by hosting an open-to-the-public "Dosa Lunch" featuring traditional Indian dishes, and participated in the Relay for Life, an overnight event at Corning-Painted Post High School.



TCWN (Technology Community Women's Network)

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

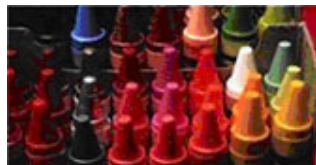
Highlights for 2014: TCWN continued to offer its Street Smarts technology community events at Sullivan Park to carry the message about intuition, experience, and situational awareness to better understand interactions with people at work. It also offered Strength Finders, a training session designed to help participants learn how to focus on their strengths and not their weaknesses. In addition, TCWN members participated in fundraising efforts for children's cancer and prepared Christmas holiday gifts for residents of local nursing homes.



TFKA (Team Formerly Known As)

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

Highlights for 2014: TFKA co-sponsored the company's Black History Month events.



DID YOU KNOW

Corning Optical Communications employees in Clayton, Australia, represent nearly 30 nationalities and a wide variety of cultures, each with unique customs, foods, and celebrations. In April of 2014, the facility held their first annual Diversity Day to build an understanding and appreciation of those heritages.



Awards and Recognition External Awards

Throughout its history, Corning has received numerous awards and recognition from around the world. We have been recognized for a variety of reasons, ranging from corporate citizenship, to product and process innovation, to simply being a great place to work. We are proud of our accolades, including those related to Diversity. The following 2014 awards are particularly noteworthy.

The Human Rights Campaign



Corporate Equality Index: Corning

received a 100 score for the ninth consecutive year. This index rates corporations on LGBT-inclusive policies.

AT&T 2013 Supplier Diversity Crystal Award



The AT&T 2013 Supplier Diversity Crystal Award (announced in 2014) was given to

Corning's Optical Communications division. The award is designed to recognize suppliers that exceed AT&T's target of using 21.5 percent certified diverse suppliers (minority-, women-, disabled veteran-owned, etc.).

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



For the 12th consecutive year, Corning was recognized

by *U.S. Black Engineer & Information Technology* (USBE & IT) magazine for its commitment to supporting the 14 accredited HBCUs and ensuring a strong, diverse pipeline of STEM talent.

Women of Color STEM Recognition



Zarine Havewala-Brown, manager, Materials Process Engineering, was named a Technology

All Star, which is awarded to women who have an accomplished track record of excellence in the workplace and the community. Dr. Na Li, a senior development scientist, and Li Liu, a research scientist, were named Technology Rising Stars, reflecting how these two women are helping to shape the future of technology.



2014 Black Engineer of the Year Awards



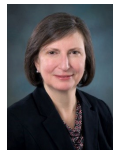
The Black Engineer of the Year Awards (BEYA) are competitive awards presented each year at the annual BEYA conference. Dr. Anthony Ng'oma, Ph.D., Research Associate and Research Manager, was awarded the Scientist of the Year Award for 2014.



The IEC Thomas A. Edison Award



Elaina Finger, global standards process coordinator for Corning's Standards Engineering Department, was awarded a Thomas A. Edison Award by the International Electrotechnical Commission (IEC). The award recognizes service and contributions to the IEC through effective management of its committees. Elaina holds several officer roles in the IEC, including assistant secretary to a Technical Committee and Subcommittee. She also chairs the U.S. National Committee of the IEC's Communications and Continuing Education Committee.



New York State ACCESS-VR Award



In the Corning Valley, the company received recognition for one of its NDEAM (National Disability Employment Awareness Month) activities that provides internships for individuals with disabilities from Chemung-Schuyler-Steuben-Workforce NY. Dot Marinaccio, regional workforce development and business relations coordinator, New York State ACCESS-VR, presented the award during the October Human Resource Association of the Twin Tiers (HRATT) meeting.



Awards and Recognition Internal Awards

Excellence in Diversity Leadership Award



The Excellence in Diversity & Inclusion Award was established in 2013 as Corning's only corporate-level award

for Diversity & Inclusion. Bestowed on an individual only once, this award recognizes outstanding achievement in the leadership of diversity and inclusion efforts at Corning. The 2014 recipient was Dr. Gautam Meda, research director, Modeling & Simulation, who served as a Diversity Network co-chair for four years and is an active member of SPECTRA. Gautam was recognized for demonstrating the following qualities: values differences in people and ideas; understands the business case for Diversity & Inclusion; values the individual; and is an agent for change.

EDGE Awards



Sam Zoubi, senior manager, Advanced Modeling, Manufacturing, Technology &

Engineering (MTE), was the 2014 recipient of the EDGE Excellence Award for valuing cultural diversity and leading by example.



This year's EDGE Champion Award was given to Dr. Christine Heckle, research director, Crystalline

Materials Research, S&T, for contributing to the progression of our ethnically diverse workforce and creating an environment where cultural diversity contributes to Corning's success.

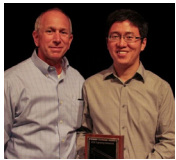
GLASS Latino Leadership Award

The GLASS Leadership Award was bestowed for the first time in 2014 by the newly formed Affinity Group. The award recognizes the contributions of Hispanic/Latino Corning employees who have demonstrated great professionalism and leadership throughout their careers. To be considered for this award, employees must be in a director role or above.

This year's recipients included: Dr. Aleksandra Boskovic, director, Optics and Surface Technologies, S&T; Dr. Lina M. Echeverría, vice president, S&T, director, Exploratory Markets and Technologies, Strategic Growth (Retired); Dr. Claudio Mazzali, vice president, Technology Optical Connectivity Solutions; Maurice Rodriguez, director of HR COC; Augusto C. Sa Pereira, president,

Corning Brazil Business Manager, Optical America vice president, CIC; David R. Velasquez, director, Sales and Marketing, Advanced Optics, CSM; and Dr. Luis Zenteno, commercial technology director—Asia, CGT.

2014 MT&E Engineering Achievement Award



Dr. Gaozhu Peng, Research Associate, Advanced Modeling & Analysis, earned high

recognition in 2014 from MT&E. The organization presents their Engineering Achievement award each year to an employee who exhibits engineering excellence by leveraging and extending technology, employing rigorous scientific methods, and using data to provide impact to the company while living Corning's Values.

Society of Black Professionals' Annual Awards



SBP's award for Broadening Corning's Diversity Efforts went to Tracey Horton, regional manufacturing

manager for Corning Optical Communications. The award reflects Tracey's longtime dedication to recruiting and hiring a diverse workforce, participating on diversity-related teams, supporting diversity initiatives, and coaching employees.



The SBP Partner in Development award is presented

to executives who develop and manage a diverse workforce, work to eliminate organizational racial bias, encourage employees to reach

their full potential, and embrace the true spirit of workplace diversity. The 2014 honorees were Dan Janisch, director, Manufacturing Control Systems for MT&E and Christine Tennent, business technology director for Environmental Technologies.

Eugene C. Sullivan Award



The Eugene C. Sullivan Award from the Corning Section of the American Chemical Society recognizes an individual

with meritorious achievement in research, industry, teaching, or service to the section. Named for Dr. Eugene Sullivan, the visionary chemist who launched Corning's formal approach to research and development more than 100 years ago, the 2014 award was presented to Pushkar Tandon, Development Fellow.

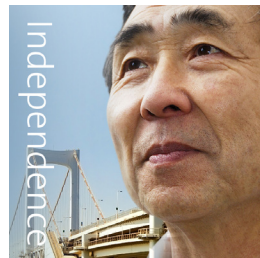
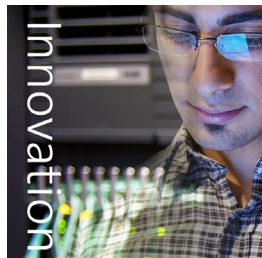
Diversity & Inclusion and Our Values

Corning is guided by an enduring set of Values that define our relationships with employees, customers, suppliers, and the communities in which we operate around the world. These Values include Quality, Integrity, Performance, Leadership, Innovation, Independence, and The Individual.

Diversity and Inclusion are intrinsic to all seven Values, especially The Individual. Only when each of us feels trusted, respected, and engaged can we fully contribute to the company's success. 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. We know that in the end the commitment and contribution of all our employees will determine our success.

In 2014, Corning launched a major Values Deployment initiative to reinforce these guiding principles among our global workforce. Our company has experienced significant growth in recent years, adding approximately 14,000 employees across our global locations since 2010. Given the integral role the Values play in our corporate strategy, it is essential that all of us – both new and legacy employees – in every location know them and live them. With that in mind, the Values Redeployment relies on a Pyramid Framework that incorporates three stages: Awareness, Understanding, and Internalization. Comprehensive resources and tools were made available to explain the pyramid and support deployment efforts. This important effort will continue in 2015.

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. When it comes to our Values, we live all seven, all around the world, all the time.





All seven, all around the world, all the time.



CORNING

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