



Diversity & Inclusion

Inclusive Culture. Diverse Talent. Inspired Innovation.



Annual Report 2017

CORNING

“ 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

2017 was a year of tremendous growth for Corning! In support of that growth, it has been my pleasure to lead the HR organization through a record year of hiring as we recruited and on-boarded over 4,500 new employees. At year end, our global workforce of innovators was more than 46,000 strong. We anticipate the robust hiring trend to continue in 2018.

As we expand our global employee base, we are ever mindful of Corning's reliance on diverse talent as a strategic advantage that drives innovation. We work hard to attract the brightest and the best to support our businesses. Once they are on board, we incorporate new employees into our culture, providing work experiences in which they can reach their maximum potential and thrive, regardless of age, gender, race, sexual orientation, or disability.

In addition, we intentionally create "stretch opportunities" for diverse emerging talent to ensure Corning's leadership ranks reflect our workforce. We have made real progress since 2006; diversity in leadership has increased from 23% to 42% in the Corporate Management Group, from 8% to 28% within our Corporate Officers, and from 14% to 33% on our Management Committee.

An equally important part of our diversity and inclusion initiative is our commitment to champion pay equity. I have said previously, and I still firmly believe that paying men and women equally for doing equal work, inclusive of experience and performance, is just the right thing to do. It's consistent with Corning's Values and we would be failing our employees if we did not have strong practices in this area. I am pleased to report that we have achieved 100% pay parity in the U.S. Starting in 2018, we will extend the process we use to identify and close pay gaps for our entire global workforce.

It's impossible to talk about Corning's diversity and inclusion initiative without referencing our Values – they are inseparable as the foundation of our corporate culture. We want an inclusive workplace that is governed by our seven Values: Quality, Integrity, Performance, Leadership, Innovation, Independence, and The Individual. These are not just words on a poster – Corning's Values form the unwavering ethical compass that guides our business decisions and our interactions with one another. Our Values are the key to our business success, a source of pride for all employees, and the factor that ultimately sets us apart from our competitors.

While all seven Values are equally important, I want to take a moment to emphasize The Individual; this is truly a differentiator for our company. We are looking for diverse employees who want to work for us for life. We want all employees to succeed personally and professionally. I encourage each of you to work hard to make a better version of yourself as you contribute your best to Corning, so that together we can accomplish our mission of changing the world through innovation for another 165 years!



Christy Pambianchi

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A Message from Monica Bankston

Talent Manager, Global Diversity & Inclusion



Welcome to Corning's 2017 Annual Report on Diversity & Inclusion! Here are a few key highlights from a very productive year:

- As part of our D&I Strategy deployment, we kicked off a special series of articles on Corning World in which company leaders share their perspectives on the linkage between each of our seven Values and diversity and inclusion. This series, which is continuing in 2018, reinforces for all employees the fundamental principles on which our corporate culture was founded. In today's larger world where respect for diversity seems to be at risk, we can be proud to work for a company that supports inclusion and respects the uniqueness each of us brings to our roles.
- In conjunction with Cornell University, we developed a "Just in Time Toolkit" as a resource designed to support managers and supervisors as they help to ensure people with disabilities are fully included in the work we do at Corning. The toolkit explains the business case for hiring those with disabilities, dispels assumptions often made about employees with disabilities, directs managers and supervisors to helpful resources if workplace accommodations are needed, helps build skills for managing employees with disabilities, and much more. The "Just in Time Toolkit" was piloted in the Manufacturing, Technology & Engineering (MTE) division in 2017, and we expect to roll it out company-wide in 2018.
- Our Employee Resource Groups (ERGs) continued to play an important role in furthering our inclusive workplace culture and in helping us to recruit strong, diverse talent. A new group, Corning Family Support Network (CFSN) was launched in March. All of our ERGs made great strides in accomplishing their respective group goals, as you can see when you read their highlights starting on page 12 of this report. I also encourage you to read the Spotlight articles on C-VETS and Corning Professionals Network (CPN), both of which had a big impact in 2017.
- 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 and the Top Supporters of Historically Black Colleges and Universities (HBCUs), we have a multi-year track record of being acknowledged, and we are extremely proud of the recognition. In 2017 we also received a number of supplier awards, and our own Christy Pambianchi was named a Fellow of the National Academy of Human Resources. You can read more about all of our awards starting on page 24 of this report.

...we can be
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In closing, I want to thank all Corning employees for living our Values every day and for doing your part to promote and sustain our inclusive culture. For it's the synergies of our differences that drives the best ideas as we collaborate to solve our customers' toughest challenges. We've tried to capture this philosophy in our new D&I tagline: Inclusive Culture. Diverse Talent. Inspired Innovation. Let's all keep this mindset as we work together to do our best for Corning!

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

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.



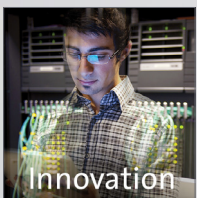
Providing Corning shareholders a superior long-term return on their investment is a business imperative.

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.

Our Diverse Workforce

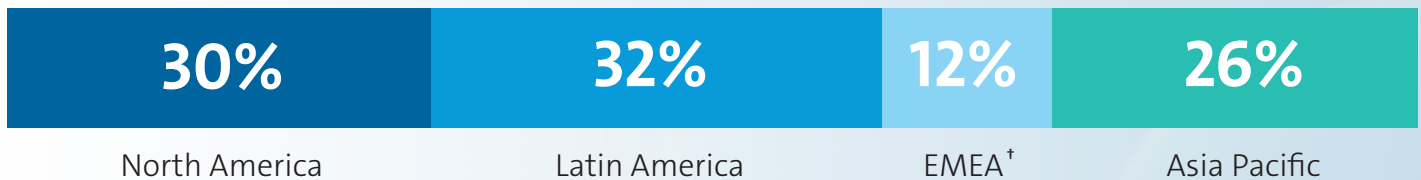
2017 Snapshot: What does Corning look like?

Global Locations*

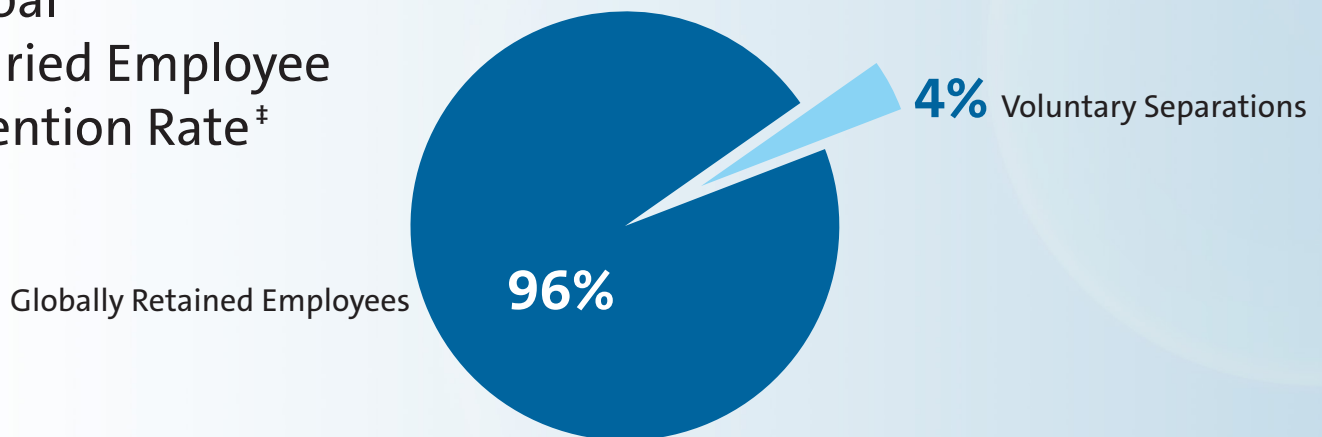
149 locations in 29 countries

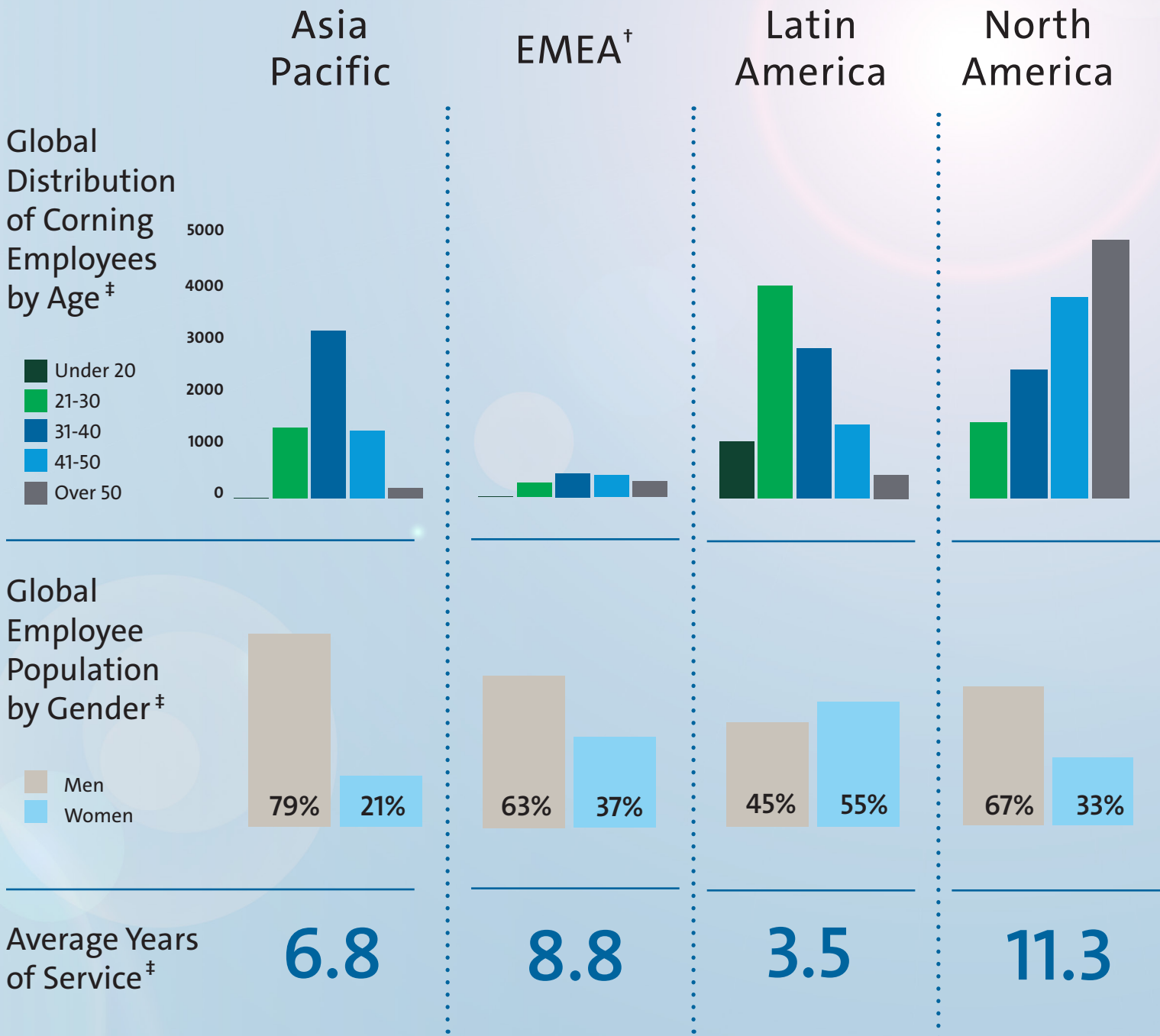


Global Distribution of Corning Employees



Global Salaried Employee Retention Rate‡





† Map location designations are approximate.

‡ Pursuant to an agreement with shareholder Holy Land Principles, the following is a breakdown of the workforce of Corning's subsidiary MobileAccess, Inc. in Israel-Palestine: Executive/Senior Level Officials and Managers Non-Arab: 1 Arab: 0, First/Mid-Level Officials and managers Non-Arab: 39 Arab: 0, Professionals Non-Arab: 62 Arab: 0, Technicians Non-Arab: 2 Arab: 0, Sales Workers Non-Arab: 0 Arab: 0, Administrative Support Workers Non-Arab: 1 Arab: 0, Craftworkers Non-Arab: 0 Arab: 0, Operatives Non-Arab: 0 Arab: 0, Laborers and Helpers Non-Arab: 0 Arab: 0, Service Workers Non-Arab: 0 Arab: 0. The absence of Arab employees is due largely to MobileAccess Inc.'s size, geographic location, and specialized workforce.

‡ Only includes data from True Blue, Corning's HR Platform

ERG Spotlight:

Corning Professionals Network (CPN)

The Corning Professionals Network represents new and existing employees, with a mission of helping to welcome and retain global talent by integrating employees into the company and surrounding community through networking, professional development, and community service. In addition to the Corning chapter, there are CPN chapters in Hickory, NC, and Reynosa, Mexico.

“We are your introductory Employee Resource Group,” said Deanna Moschitta, CPN Corning chapter president and a development engineer in Advanced Optics. “If you are new to the Corning Valley area, we can help you get acclimated.” This ERG’s 600+ members put out the welcome mat on new hires’ first day, letting the newcomers know that there are many places to go and things to do, and many friendly co-workers to meet. The group hosts after-hours networking opportunities throughout the year, at sports events, bowling nights and cookouts tailored for families, happy hours, and an annual wine-tasting tour and a hiking trip. CPN events are planned so that new employees of all ages, including those with families, feel welcome. “I like that we try to appeal to everyone,” Deanna said.

Another way the group supports new employees is by maintaining an onboarding “best of” document that lists local resources like restaurants, home improvement and grocery stores, automobile repair shops, and healthcare providers.

“Several times each year, CPN has career development workshops with internal speakers,” Deanna said. “Professional development is important to CPN members.”

Volunteering is equally important to this ERG. In 2017, the Corning chapter members worked at the Southern Tier Food Bank, while the Hickory, NC, chapter donated food and helped serve meals at a local soup kitchen, worked at a rescue mission and at a local folk arts festival, as well as donating Christmas gifts to needy families through United Way. The Reynosa, Mexico, chapter members collected more than 2.5 tons of donated material for devastated areas in CDMX (Mexico City) and Oaxaca.

In July of 2017, all three chapters teamed up for their first CPN Global Volunteer Week. Each chapter planned its own community service activity, and urged all employees to join the campaign and make a difference in their communities during the week:

- In Corning, the group worked with the Finger Lakes Land Trust to clear a new trail on the Houghton Land Preserve on Spencer Hill Road near Corning Community College.
- The Hickory chapter collected and delivered donations of food and other supplies to a local Humane Society animal shelter and clinic.
- Reynosa chapter members repaired a soccer field and delivered new picnic tables for the cafeteria at Nuevo Santander Elementary School which many employees’ children attend.

“This is the first event of its kind for our operations, and it is an excellent opportunity to give back to our community,” said Santos Benavides, the chair of the Reynosa chapter.

“I think most employees understand the importance of giving back. The main takeaway I hope our members achieve is the sense of pride in coming together to make a positive difference in their community, and to understand that same sense of pride spans cultural and geographical boundaries,” said Matt DellaVecchia, CPN events coordinator.



Global Volunteer Week 7/28
Reynosa Chapter

The main takeaway I hope our members achieve is the sense of pride in coming together to make a positive difference in their community...

- Matt
DellaVecchia
CPN Events Coordinator

ERG Spotlight:

Corning Veterans Engaged to Support (C-VETS)



C-VETS was founded to identify, honor, and support military veterans and their families among the company's workforce, as well as veterans in the wider community. There are chapters in Corning, NY, Concord, NC, and Blacksburg, VA. C-VETS was very active in 2017:

Corning, NY, Memorial Day Event

More than 140 people gathered for the third annual fundraising event. "This year the support for our Memorial Day event from employees and the Corning community was overwhelming," said C-VETS Treasurer Stephanie Spry. The \$7,000 raised went to support local veteran services and veterans' families in need of assistance. The group raised an additional \$3,000 from the sale of 275 full-sized flags. Flown in a "Field of Honor" in Centennial Riverfront Park, each flag was dedicated to an individual veteran. These funds will be used to support the group's veteran outreach programs.

Corning, NY, Veterans Day Event

With the surprising theme: "Your mother wears combat boots," the event focused on women in the military. Seven women from multiple Corning locations took the stage and proudly passed a pair of combat boots as each was identified for their service. "Although women have served in every conflict since the Revolutionary War, our role has often been controversial and our contributions hidden," said Dawn White, C-VETS commander. "Women now have the honor of wearing the uniform because of the women who served before them." This event also featured three Corning women veterans who shared personal stories.

The [Marine Corps Leadership Traits] determine your strengths and weaknesses, and the Corning Values reflect the behavior that shapes us as employees.

- *Sibrina Washington*
Material Process Technician

- Sibrina Washington, Material Process Technician, served in the Marine Corps from 1988-2000. She paralleled the Corps' 14 Leadership Traits and the Corning Values. "The traits determine your strengths and weaknesses," she said, "and the Corning Values reflect the behavior that shapes us as employees."
- Corning retiree Maxine Smith served in the Air Force from 1968-1972. "Back in the day if you were in the military, you had two jobs: administrative or nurse," Max said. "We were not allowed to do the things that you're allowed to do now. But I think I would have been good at it."
- Linda Jolly is vice president, corporate secretary, governance and securities counsel. Looking back at her 12 years of military service, Linda said it offered her the opportunity for growth, responsibility, and discipline. "I understand patriotism is not about the flag, or the national anthem, or any one person or group but is born from the ideals behind the Declaration of Independence, our Constitution, and the Bill of Rights."

Concord, NC, Chapter STEM Event

The Concord C-VETS chapter in a collaboration with members of EDGE (Ethnically Diverse Group of Employees) partnered with Academy of Engineering and Automation students at Jay M. Robinson High School in a new STEM program. Two members of both ERGs, Edward Rozier, a manufacturing engineer specialist, and Clay White, manufacturing engineer, suggested enhancements to the school's curriculum after attending Academy board meetings last year, and were instrumental in getting the Corning groups to start their STEM program. Three Corning employees provided the keynote address last fall at the school's Manufacturing Day. "Our ERGs are service organizations, so we are eager to serve the community because we are part of it," said Edward. "The STEM program helps our employees get more engaged in the community, and helps train residents so they can have fulfilling technical careers in the future."

Employee Resource Groups

Raising Awareness, Building Cultural Understanding & Preparing Future Leaders

At Corning, we understand that new and existing employees need ways to meet their colleagues and network as they learn about our company and integrate themselves into our culture. One of the best ways to do this is by joining an Employee Resource Group. All ERGs are open to all Corning employees who are interested in joining. In 2017, nearly 4,000 Corning employees belonged to Employee Resource Groups.

Corning is proud to sponsor 16 ERGs that represent vital employee constituencies. We add new groups as necessary to better reflect the expanding dimensions of diversity and inclusion, and to meet employee needs. Each ERG chooses their own leaders who work with members to develop and meet their annual objectives. Additionally, most ERGs have an executive sponsor, who is typically a senior leader or mid-level manager at Corning.

Employee Resource Groups contribute to Corning's success by:

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

Employee Resource Group Highlights from 2017

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)

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

2017 Accomplishments by Chapter / Location

ADAPT Corning, NY

- Established a theme for 2017 – “When Stress Becomes Disability.”
 - Offered a keynote presentation, resource fair, three lunch-and-learns, one seminar, and one Leadership Development training event - all focused on this theme.
- Launched a pilot of the Corning Disability Tool for Managers with strategic divisions in Corning.
- Completed the roll-out of the emergency evacuation process for employees of all abilities in the Corning Valley area.
- Partnered with Corporate Medical to endorse a new Autism benefit from Golisano Children's Hospital for Corning-area employees.

ADAPT EMEA

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

- In connection with ADAPT's 2017 theme – “When Stress Becomes Disability” – this group held a workshop featuring an external speaker.

Black Growth Council (BGC)

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

2017 Accomplishments

- Partnered with the Society of Black Professionals (SBP) and the Black Technology Network (BTN) Employee Resource Groups in the successful planning and execution of Corning's 2017 Black History Month (BHM) events.
 - The BHM theme, “The Southern Tier: Our Ties to Black History,” commemorated the role played by communities local to Corning, NY, in facilitating the Underground Railroad network between Philadelphia, PA, and Canada.
 - Coordinated and led the Black History Month Read-In Program engaging Corning volunteers to serve 214 classrooms from local school districts. This event has grown annually, reaching an additional 35% of classrooms in the Corning community in 2017.
- Hosted a Corning intern picnic in collaboration with BTN and SBP.
- Participated in MTE recruiting efforts at the 2017 NSBE (National Society of Black Engineers) Convention and NSBE Region 2 Conference.

Employee Resource Groups

Black Technology Network (BTN)

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

2017 Accomplishments

- Celebrated that more than 200 patents have been granted to Black inventors since 1988.
- Collaborated with the Black Growth Council (BGC) and the Society of Black Professionals (SBP) for Black History Month events.
- Participated in the "Kids' Bike Giveaway" at the Elmira Juneteenth event.

Corning Chinese Association (CCA)

Mission: To facilitate networking and personal / professional development amongst the Chinese community and those who are interested in the Chinese culture; to promote Chinese culture in the Southern Tier Region of New York State; and to provide a means to bridge the Chinese and American cultures.

2017 Accomplishments

- Held cultural awareness events including the 13th annual Chinese New Year Celebration, a celebration of Mother's Day, and the traditional Mid-Autumn Festival for Corning employees and the wider Corning, NY, community.
- Hosted a Dialogue with International Leaders and a number of technical workshops.
- Partnered with Ethnically Diverse Group of Employees (EDGE) and Manufacturing Technology & Engineering Asian and Latin Group (MTE ALG) to organize a Dragon Boat Race team building event and summer picnic.
- Supported the Chinese School for Language and Tradition.
- Participated in and sponsored a team for the local March of Dimes fundraising walk.
- Volunteered at the Wineglass Marathon and the Food Bank of the Southern Tier.
- Hosted a summer intern social hour.
- Collaborated with CPN for their professional development workshop, "Network Like a Rock Star."
- Participated in the China One-on-One donation program to support rural-area students in China.

Corning Family Support Network (CFSN)

Mission: Provide an avenue for employees to discuss and address issues related to their family responsibilities and obligations. Be the voice of working parents and collaborate with HR to provide up-to-date and accurate policy / program information. Provide opportunities for employees to talk with local experts (i.e., pediatricians, mental health experts, lactation consultants, financial planning, etc.). Offer opportunities in community outreach, supporting local families in need.

2017 Accomplishments

- Established as an Employee Resource Group in 2017.
- Held launch events at the Sullivan Park and Headquarters locations in Corning, NY.
- Launched two Blue Line networking groups, CFSN and Baby Onboarding (BOB), for employees to connect, share, and get resources pertaining to their specific family needs.
 - Created a BOB Book (checklist and resources for expecting parents).
- Organized lactation rooms at Sullivan Park with badge access.
- Highlighted the relationship with Corporate Benefits by pro-actively informing employees about what is available to them.
 - Submitted a Parental Leave Policy based on benchmarks of other top U.S. companies.
- Gave back to the community through a fundraising event and the following activities:
 - Gave books to the Little Red Bookshelf.
 - Made monetary donations to CareFirst (Hospice).



Corning Professional Women's Forum (CPWF)

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

In 2017, company sites around the world held events celebrating women's achievements in the workplace in observance of International Women's Day. Organized by CPWF chapters at these locations, the events carried the theme "Be Bold for Change" and called for a more inclusive, gender-equal world.

2017 Accomplishments by Chapter / Location

CPWF Corning, NY

- Celebrated Women's History Month in March with the theme "Highlighting Trailblazing Women in Labor and Business"; activities included:
 - Posted daily messages to the Blue Line showcasing women.
 - Hosted a networking event, which concluded with a panel discussion by trailblazing female Corning employees.
- Held their annual Take Your Child to Work Day.
- Partnered with Global Security to offer renowned FBI profiler presentation on domestic and workplace violence, and participated in a hike that raised funds for domestic violence victims.
- Partnered with other women's ERGs on a Dress for Success clothing drive to collect business attire for financially challenged women seeking employment.
- Held an Intern Luncheon.
- Hosted a viewing party to watch the international UP2 Conference.

CPWF Amsterdam, Netherlands

(Life Sciences – includes the Borre, France; Warsaw, Poland; U.K., and remote sales locations)

- Hosted a Stress Awareness event – "Get Comfortable Being Uncomfortable."
- Coordinated several Meet & Greet sessions with women leaders.
- Offered team building exercises, time management training workshops, and fitness sessions that included meditation.
- The chapter participated in the international UP2 Conference broadcast from Berlin.

CPWF Berlin, Germany

- Helped organize and was host to the international UP2 Conference.

CPWF Clayton, Australia

- Celebrated International Women's Day by recognizing women's contributions to Corning Optical Communications with an afternoon tea.
- Held several Lunch-and-Learn sessions throughout the year
- Hosted an end-of-year lunch to celebrate 2017 achievements.

CPWF Gebze, Turkey

- Hosted International Women's Day with a series of events including:
 - Held a showing of the movie "Hidden Figures."
 - Purchased gifts from two non-profit organizations: (1) books written by a mother dealing with the journey of her daughter's leukemia – books were purchased from the Laughing Heals Organization, which provides psychological support; (2) bookmarks made by mothers of children with chronic blood disorders – bookmarks were purchased from LOSEV, an organization which provides educations and emotional support for those with chronic blood disorders.
- Members attended and participated in the "Feminist Night March Event" where 40,000 women gathered to walk for women's rights.

Employee Resource Groups

CPWF Harrodsburg, KY

- Saluted nine women including Amy Porter, that location's first woman plant manager, at a Women's History Month celebration event. Girls from the local community were also involved, presenting the women's stories to a plant employee audience.

CPWF Hickory, NC

- Collaborated with SBP in March
- Collaborated with CPN Hickory and presented at a networking event.

CPWF Lakeside, U.K.

- Participated in events with other groups in EMEA.

CPWF Pune, India

- Formed in 2016 and held a formal launch in Q1 2017.
- Celebrated International Women's day at an offsite near Pune along with a workshop titled "Influencing and Networking – The Winning Edge."
- Held Leadership Interaction dialogue sessions.
- Hosted ongoing quarterly get-togethers at Gurgaon and monthly meetings at Pune.
- Held exclusive women-only sessions at Pune as part of the overall refresher training sessions for the policy on Prevention of Sexual Harassment at the Workplace.

CPWF Reynosa Mexico

- Hosted a strategy session and open house.
- Commemorated International Women's Day.
- Offered its members a Lean Office workshop.

CPWF Strykow, Poland

- Hosted Career Path discussions with senior leaders.
- Held Networking sessions with membership.
- Hosted a guest speaker on personal fitness.
- Took part in Lodz Business Run to support people with disabilities and to have fun together in a very healthy way.

CPWF Tel Aviv, Israel

- Held a Women's Empowerment Morning which encouraged more women to apply for managerial and technical positions.
- Hosted a movie about women in the workforce followed by a discussion.
- Hosted a guest speaker, a former Judge on Israel's Supreme Court, who lectured on Gender Equality in Israel Democracy.

CPWF Tewksbury, MA

- Organized a series of Women's History Month events with the theme "Turning Vulnerabilities into Career Success," including:
 - Several interactive yoga sessions to encourage self-awareness.
 - Two broadcasts of TED talks.
 - A Q&A session with a panel of Life Sciences Division leaders.
- Launched "Women on the Move" program recognizing women who were hired, promoted, or changed roles.
- Hosted Professional Development Plan Workshops – "Why would anyone be led by you?" by Life Science's Vice President and General Manager Richard Eglen, and another on Personal Branding by Dr Karen I. Matthews from S&T.



CPWF Treyburn, NC

- Collaborated with the CPWF Wilmington chapter to offer a Female Leader Career Discussion, plant tour, and networking events.
- Participated in community service events: N.C. State University Science Olympiad, Dress for Success, and co-hosted an Angel Tree.
- Held four professional development events.
- Partnered with onsite SBP chapter to host multiple events.
- Established leadership team.

CPWF Vordingborg, Denmark

- Held fundraising events all year and donated the collected funds (16,000 DKK \approx 2,550 USD) to a variety of charities. Fundraising events included Cake Days every Wednesday, flea markets, auctions, and lotteries. Recipients included:
 - Julemærkefonden (a Danish charity organization who helps kids with difficulties)
 - Children's Welfare
 - Ronald McDonald House Charities
 - Children's hotline
 - Danish Cancer Society
- Hosted a Movie Night featuring the film "Hidden Figures" to celebrate International Women's Day.
- Held networking events, including a historical guided tour in Vordingborg with several team building exercises and a dinner.
- Participated in the Global Relay for Life – "One Day One Fight" – with nearly half of the location's employees taking part.

CPWF Wilmington, NC

- Hosted a developmental series on presentation skills, including an internal speaker and a Toastmaster presentation.
- Sponsored Beyond Books Club, with discussions on how communication styles differ between men and women, and between generations.
- Held the Take Our Children to Work Day event with 65 children and 70+ volunteers.
- Held two Women of Wilmington career path discussions with Wilmington leadership.
- Participated in an all-women's 5K in the community.
- Packed over 10,000 meals with Rise against Hunger, which also served as an ERG / intern / plant leadership networking event.
- Raised \$1,765 for Hope Abound to benefit local families going through cancer treatments.
- Hosted crossover events with General Electric's Womens' Network and the CPWF Treyburn chapter.
- Established a formal mentorship group.
- Participated in campus recruiting.

Employee Resource Groups

Corning Professionals Network (CPN)

Mission / Vision: The Corning Professionals Network (CPN) helps welcome and retain global talent by integrating professionals into the Corning culture through networking, community involvement, and career development.

In 2017, CPN's three chapters organized a Global Volunteer Week, during which members volunteered time in their local communities and urged other Corning employees to do the same.

2017 Accomplishments by Chapter / Location

(See page 10 for a CPN Spotlight.)

CPN Corning, NY

- Hosted a professional development event, “Networking like a Rock Star.”
- Offered a Speaker Series and Gorilla Glass Reliability Tours.
- Coordinated community service events for Tanner’s Paws and the Food Bank of the Southern Tier, in addition to the Global Volunteer Week.
- Partnered with the Finger Lakes Land Trust (FLLT) to help clear a new hiking trail located on the Houghton Land Preserve in Corning, NY.
- Held annual Wine Tour event.
- Hosted networking events: hiking, apple picking, miniature golf, a family picnic, and a haunted house.

CPN Hickory, NC

- Hosted Career Development events: “Unwritten Rules of Success at Corning” and “Talent 2020.”
- Held a networking kick-off event and member meet-up events: hiking, kickball, and networking.
- Hosted Signature Summer Event: an afternoon with interns at the U.S. National Whitewater Center.
- Participated in the first Annual Summer Games with GLASS Hickory.
- Participated in community outreach events:
 - Safe Harbor Rescue Mission – variety of jobs on several work days.
 - Hickory Soup Kitchen – volunteers held a food drive (\$300 in cans was collected) and served food.
 - Coordinated the Global Week of Volunteering with other CPN chapters; participated with interns at the local Humane Society – walked dogs and collected dog and cat food supplies.
 - Worked at multiple booths during the Foothills Folk Art Festival.
 - Held the second Annual CPN Operation Christmas, sponsoring 14 local families through the United Way. The groups purchased 458 gifts for the children and held a wrapping party.

CPN Reynosa, Mexico

- Participated in the first Global Volunteering Week with the Corning and Hickory CPN chapters.
- Coordinated several tons of donations to devastated areas in Mexico.
- Continued plastic lid recycling program, collecting upwards of 1.5 tons.



C-VETS (Corning Veterans Engaged to Support)

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

2017 Accomplishments by Chapter / Location

(See page 11 for a C-VETS Spotlight.)

C-VETS Corning, NY:

- Sponsored the annual Veterans Day “signature event” with the theme of honoring women who served in the military.
- Provided outreach support to 11 organizations through monetary or physical donations to Rubicon, United Way, Salute!, Red Cross Veteran Support Group, Southern Tier DAV, Corning VFW, Jump Start Program, Bath VA, Wreaths Across America, Deployed Employee Support, and local veterans assistance.
- Held the annual Memorial Day Bowling Event and successfully raised close to \$8,000 with 34 teams participating from Corning, external companies, and veterans organizations.
- Worked with the Gaffer District to organize the first ever Field of Honor Display in Centennial Park during the Memorial Day weekend, fundraising over \$4,000 and honoring members of the Armed Forces.
- Participated in recruiting events and connected with ROTC cadets promoting Corning as the company of choice for reservists / guardsmen.
- Launched the Remember Everyone Deployed campaign where over 450 shirts were purchased companywide. Shirts show solidarity and support for our troops.
- Provided care packages and support to Corning employees who deployed overseas away from their families, ensuring they are taken care of and remembered.

C-VETS Concord, NC

- Held their first C-VETS Bowling Event and raised \$1,100.
- Participated in a Dragon Boat Race team building event with Concord EDGE.
- Assisted in setting up a Make-a-Wish Celebration for Jazmin, sponsoring a trip to Disney for her and her family, and hosting a welcome home princess tea party.
- Held a military job fair recruiting event at Shaw AFB in Sumter, SC.
- Purchased full military parade flag set to display at all C-VET functions / meetings.
- Celebrated Veterans Day with a focus on females who served:
 - Created posters and displays.
 - Served appetizers and refreshments.
 - Live-streamed Corning HQ Veterans Day Event for the Concord team to watch.
- Supported Toys for Tots the third year:
 - Held plant Christmas party at the Charlotte Motor Speedway; entry required toy donation.
 - 400+ toys to donate to local Toys For Tots chapter

C-VETS Blacksburg, VA

- Sent care packages to deployed troops from the area.
- Held a fundraiser with T-shirt and pin sales.
- Installed a Veterans memorial bench on the Huckleberry trail behind the Corning facility.
- Decorated the plant for Veterans Day.
- Elected new officers.

Employee Resource Groups

EDGE (Ethnically Diverse Group of Employees)

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

2017 Accomplishments by Chapter / Location

EDGE Corning, NY

- Recognized members who received Women of Color Awards: Fangming (Lucy) Harris received a 2017 Technology All Star Award and Drs. Aize Li and Xiaoju Guo have been named 2017 Technology Rising Stars. (See page 27 for details.)
- Sponsored EDGE Learn & Grow, a professional development series.
- Formed a Tour De Keuka team, whose members raised funds for the Food Bank of the Southern Tier.

EDGE Concord, NC

- Sponsored a Martin Luther King art contest at a local elementary school.
- Continued their STEM program at a local high school, serving on the advisory board, supporting robotics competitions and a robotics summer camp, and participating in the school's Career Day.
- Hosted a "Passport to the World" diversity event for all employees, featured a keynote speech by Dr. Millicent Ruffin.
- Participated in a Dragon Boat Race team building event to foster cooperation and interaction within Asian communities in the Carolinas.

EDGE Wilmington, NC

- Initiated Executive Partnership Program with Georgia Tech.
- Participated in support events for interns.
- Assisted with STEM events at Brunswick Community College.
- Participated in Take Our Children To Work Day 2017.
- Held yearly Passport to the World signature event with a panel discussion.

Global Latino Advancement and Success Society (GLASS)

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

2017 Accomplishments:

- Observed Hispanic Heritage Month – held events in Corning, Hickory, and Reynosa.
- Held a fundraiser for Pan American Development Foundation (PADF) for Earthquake and Hurricane victims.
- Celebrated Dr. Sinue Gomez, a GLASS member who received the 2017 National Women of Color STEM Award for Outstanding Technical Contribution. (See page 27 for details.)
- Hosted events including: Lunch-and-Learn, networking, and membership sourcing events



Manufacturing Engineering & Technology Asian and Latin Group (MTE ALG)

Mission: Provide a base of support and sharing that helps members to perform to their full potential and contribute at all levels in MTE and MTE Asia Pacific by recognizing and overcoming challenges from globalization and cultural barriers. Help to create an environment where cultural variety contributes to Corning's success globally.

2017 Accomplishments:

- Worked closely with HR to host two large orientation sessions for MTE Asia with new hires.
- Collaborated with CCA, EDGE, GLASS, and STICA on several technology and leadership workshops, and two Dialogues with International Leaders events.
- Together, CCA and MTE ALG organized the second Dragon Boat Race team building event with a summer picnic.

Native American Council (NAC)

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

2017 Accomplishments

- Partnered with The Rockwell Museum to help launch their new Haudenosaunee (Iroquois) Gallery at the Rockwell Museum.
- Participated in the Clarkson University recruiting event.
- Attended the AISES National Conference and participated by judging at the AISES Science Fair.
- Hosted a Lunch-and-Learn with Steve Tomayo, in partnership with the Rockwell Museum.
- Sponsored the Waccamaw-Siouan Powwow; members volunteered at the event.
- Observed Native American History Month:
 - Sponsored a free movie night for the film "Rumble: The Indians Who Rocked the World."
 - Partnered with Corning Food Services to offer Native American recipes all month in the cafés.
 - Hosted Atlatl class and full moon gathering at Watson Homestead.
 - Hung posters in Wilmington, NC, featuring local Native American History.
 - Coordinated a display of Native American music items at Sullivan Park.
- Participated in the Rockwell Museum event "Blanket Stories."
- Expanded group membership into North Carolina.
- Hosted community events including: Family Night at the YMCA, Garden of Fire, Watson Homestead 60th anniversary, and the Native American program at the Bath VA.
- Engaged a guest speaker for the Elderhostel Program at Watson Homestead
- Held a year-end celebration including community support from the Rockwell Museum, Arts Council, and Watson Homestead faculty and staff.

Employee Resource Groups

Society of Black Professionals (SBP)

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

2017 Accomplishments by Chapter / Location

SBP Corning, NY

- Collaborated on Black History Month events with the Black Growth Council (BGC) and the Black Technology Network (BTN).
- Held the Annual SBP Convention.
- Coordinated the Ernie Davis Christmas event for underprivileged children.

SBP Hickory, NC

- Partnered with the SBP Wilmington chapter on a discussion of the book “Winning Well.”

SBP Treyburn, NC

- Contributed a Black History Month “Did You Know” Spotlight to Corning World.
- Launched a member coaching program.
- Hosted a series of AYCO financial planning workshops.
- Continued offering their professional development activities for members by collaborating with the SBP Wilmington chapter on a Speaker Series event featuring Dr. Carleton Truesdale.
- Participated in the NSBE Fall Regional Conference career fair.
- Participated in volunteer and community service activities: Earth Day, Habitat for Humanity service projects, a plant-wide Angel Tree toy drive for the holidays, and a United Way golf tournament.

SBP Wilmington, NC

- Held a Martin Luther King Day event called “Celebrating Our Differences – A Place for All People,” which featured a keynote speech by the executive director of a local disability resource center.
- Continued STEM outreach programs at local schools and supported recruiting efforts at the NSBE National Convention and at the N.C. State University career fair.
- Continued sponsorship of Wilmington’s Region “O” Council for the Advancement of Minorities in Engineering (ROCAME) program, which encourages minority students to enter STEM fields; for this support the chapter received the N.C. SMT Partnership Award in Science, Mathematics, and Technology Education.
- Continued professional development activities by collaborating with the Treyburn chapter for a Speaker Series event featuring Dr. Carleton Truesdale.
- Organized a Take Our Children to Work Day event.
- Offered a Rise against Hunger event for interns and members, a retirement planning event with two Corning retirees, and an “Influence with Authority” webinar.
- Participated in a best practice sharing event with the General Electric group, African American Forum.
- Partnered with the SBP Hickory chapter on a discussion of the book “Winning Well.”
- Broadcasted a TED talk on “The Power of Introverts.”
- Attended the annual SBP Convention in Corning, NY.



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

Mission: Create an environment that embraces a wide range of sexual orientations, family arrangements, and gender identities through supporting the individual employee, the corporation, and the community.

2017 Accomplishments by Chapter / Location

SPECTRA Corning, NY

- Held their Annual Strategic Planning Meeting.
- Participated in the NGLCC Best-of-the-Best event in Washington, DC.
- Held an Ice Cream Social with members from the Out Alliance (formerly known as The Gay Alliance of Genesee Valley) and presented information.
- Sponsored the AIDS Ride for Life in Ithaca, NY; the team raised >\$200K from all participants, donors, and sponsors.

SPECTRA Hickory, NC

- Launched this SPECTRA chapter.
- Participated in and sponsored the 2017 Charlotte Pride Festival.

Southern Tier Indian Cultural Association (STICA)

Mission:

- To serve as a core support group for the Indian-Americans in the area.
- Organize social / cultural activities for members to meet personal / socialization needs.
- Expose second-generation Indian-Americans to Indian culture, values, and traditions.
- Enrich the Southern Tier community at large through exposure to Indian culture.
- Increase awareness in the local community about STICA, as well as the Indian community's cultural heritage and the values it shares with the United States.
- Support Corning's recruitment, development, and retention of people of Indian origin, and its development of new business opportunities in India, and assist with the professional development of the company's Indian-American employees.

2017 Accomplishments

- Participated in Cultural Awareness and Community Outreach activities:
 - Observed India Day in August with a community event.
 - Observed Diwali in November with event at Sullivan Park.
 - Hosted Indian Classical / Fusion concert: Fundraiser for Heart to Heart of Southern Tier and Tiny Smiling Faces (India Charity).
- Created volunteer opportunities for members: Highway Clean-Up Team and Meals on Wheels.
- Continued to lead the Immigration Process team.
- Collaborated with EDGE on their Speaker Series.
- Offered professional development series including "A Perspective on Administrative Roles" and "Corning Presence in India."
- Presented the STICA Excellence Award to Anil Kharkar. *(See page 29 for details.)*

Technology Community Women's Network (TCWN)

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

2017 Accomplishments:

- Held a take Your Child to Work Day at Sullivan Park.
- Formed a childhood cancer fundraising team.
- Sponsored a Skill Path seminar for team membership to attend.

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 2017 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 LGBTQ employees. Corning Incorporated is proud to have received a 100 score for the twelfth straight year.



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

Corning Incorporated was again recognized as one of the Top Supporters of Historically Black Colleges and Universities by the Council of Engineering Deans of HBCUs. Corning has received this honor every year since the distinction was first awarded and is recognized at the diamond level.



NGLCC's Best-of-the-Best List

The National Gay & Lesbian Chamber of



Commerce (NGLCC), the business voice of the LGBTQ community, in collaboration with its partners in the National Business Inclusion Consortium (NBIC), has named Corning Incorporated to the second annual 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. 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.



Corning representatives attended the NGLCC Awards Dinner in Washington, D.C.

2016 AT&T Global Supplier Diversity Crystal Award

In 2017 AT&T awarded Corning Optical Communications (COC) the AT&T Global Supplier Diversity Crystal Award for COC's continued commitment to global diversity both internally and through its supply chain. Winners of this award utilized 21 percent or more diverse companies in the products and services provided throughout 2016. Corning was one of only 39 AT&T suppliers to receive this award.



Cummins Inc. 2017 U.S. Supplier Award for Corporate Responsibility

Corning was chosen from a group of more than 5,000 to be recognized among Cummins top 2017 U.S. suppliers. The awards program acknowledges suppliers who deliver exemplary service and support in a range of categories, with a focus on education and equality of opportunity. Corning was specifically recognized for:

- Promoting and supporting veterans with the Employee Resource Group C-VETS.
- The Technology Pipeline Program, which provides students with a rigorous two-year course of study in science and engineering in partnership with Corning Community College.
- Aiding the iFly program to bring rural teachers in China to urban areas each summer for two weeks of intense training and encouragement from private-sector supporters.
- Internal global initiatives and Employee Resource Groups dedicated to women's empowerment and leadership development as well as 14 consecutive years as a top supporter of the Historically Black Colleges and Universities (HBCUs) in the U.S.



Second from left: Tom Lynch, vice president and commercial director, CET; third from left: Shannon Clark, commercial director, global Cummins and Catepillar, CET

2017 Raytheon Supplier Excellence Program EPIC Award

Raytheon grants EPIC awards to its highest-performing suppliers for overall excellence in performance, innovation, and collaboration for one or more Raytheon businesses. Corning was recognized specifically for work on Raytheon's Multi-Spectral Targeting System (MTS). The MTS program serves the intelligence, surveillance, reconnaissance, and targeting (ISRT) needs of the U.S. Army and U.S. Navy, across a variety of rotary and fixed-wing aircraft. Corning provides Raytheon's Space and Airborne Systems business with electro-optical / infrared (EO/IR) systems.



External Awards & Recognition

Pacific Southwest Council Supplier Diversity Champion Award

Corning Optical Communications was recognized by the Pacific Southwest



Minority Supplier Development Council as a 2017 “Supplier Diversity Champion” for the impact our company has made in the minority business community. Nominated by Council certified Minority Business Enterprises (MBEs), a Corporate Supplier Diversity Champion actively demonstrates their support by providing generous diversity spend, actively outreaches to the minority business community, provides development and training for MBEs, and provides business opportunities to MBEs.



James McElroy accepts the Supplier Diversity Champion Award on behalf of Corning.

National Academy of Human Resources Fellow

Christy Pambianchi, Corning’s senior vice president, Human Resources, garnered high honors for her contributions to Corning, the community, and the human resources profession, earning the distinction of Fellow from the National Academy of Human Resources. In presenting the award to Christy, who joined the company in 2000 as a division HR manager and has led the global HR function since 2008, the Academy highlighted some of the significant contributions she has made:

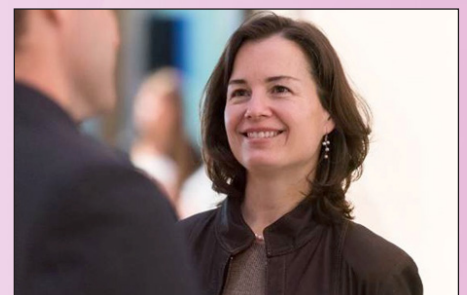
- Created a Talent Management Center of Excellence.
- Expanded Corning’s MBA recruiting process at core schools.
- Enhanced the company’s leadership-development curriculum.
- Led diversity in leadership initiatives that increased the number of women, African-Americans, and other minorities in leadership roles by 39 percent, 17 percent, and 83 percent respectively.



Christy Pambianchi

Institutional Investor’s Best Investor Relations Professional

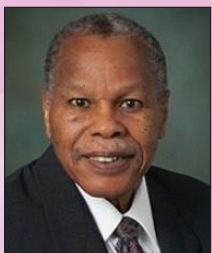
Ann Nicholson, division vice president of Corning’s Investor Relations function, was recognized with this prestigious award for excellence in acting as a conduit between Corning’s shareholders and what’s happening in the company, communicating Corning’s potential, and providing detailed insights and information. A total of 3,200 people from 900 financial companies participated in this year’s vote. To rank competitors for the award, Institutional Investor calls for votes from both sides of the investment world. Ann came in first with “Buy-Side” mutual fund and retirement account managers, who are collectively responsible for \$8.1 trillion in assets. She also won with “Sell-Side” analysts from investment banks and other groups, who provide research to help those professional investors choose stocks. Ann was No. 1 out of 50 major companies, beating out IR professionals from companies such as Apple, IBM, Hewlett Packard, and Western Digital Corp.



Ann Nicholson

Black Engineer of the Year Awards

Three members of Corning's technical ranks were recognized as Modern Day Technology Leaders (MDTL), as part of the 2017 BEYA Awards. This distinction recognizes talented men and women who are shaping the future of engineering, science, and technology. The 2017 MDTL honorees from Corning Incorporated were: Dr. David Dasher, research associate – Chemistry; Dr. Ashley Johnson-Long, senior process controls engineer; and Dr. Robert Smith III, development scientist – Reliability Testing.



Dr. David Dasher



Dr. Ashley Johnson-Long



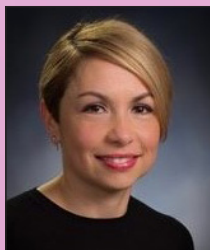
Dr. Robert Smith III

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. Dr. Sinue Gomez, technology manager Glass Surfaces, Corning Pharmaceutical Technologies (CPT), received the 2017 National Women of Color STEM Award for Outstanding Technical Contribution. Lucy Wang Harris, controls project engineer, received the Technology All Star recognition for the second time. Aize Li, senior research scientist, Chemical Durability Lab technical leader, received the Technology Rising Star recognition, as did Xiaoju Guo, development associate.



Dr. Sinue Gomez



Lucy Wang Harris



Aize Li



Xiaoju Guo

Internal Awards & Recognition

S&T Innovation Awards: Stookey Award

Dr. Prantik Mazumder, senior research associate within the Surfaces Research group at Sullivan Park and an 18-year Corning veteran, received the 2017 Stookey Award. Dr. Mazumder has produced 99 invention disclosures, 63 applications, 24 patents, around 70 restricted and non-restricted technical reports, and more than 30 journal publications. In addition to his many technical achievements, Prantik also takes time to mentor young scientists who are new to Corning, helping them build out their networks and learn how best to navigate the technical community within Sullivan Park and around the globe.



From left: Gary Calabrese, Robert Lee, Prantik Mazumder, Aleksandra Boskovic, Todd St. Clair, Charlie Craig

S&T Innovation Awards: Development Excellence Award

Michael Donovan is the recipient of S&T's 2017 Development Excellence Award. Mike, a 34-year veteran of Corning and technology manager for Architecture Processes is a highly sought-after project leader, and is known for delivering technology even through the uncertainty of newer programs using data, modeling, and various innovation tools. He was recognized for his ability to pragmatically sort, prioritize, and sequence key technology activities by assessing the customer's needs versus Corning's current and projected capabilities. Mike has built a career around technical leadership, and has delivered product and process technologies for many Corning business units including Specialty Materials, Advanced Glass Innovations, Photonics, and Optical Fiber.



From left: Gary Calabrese, Tim Hunt, Mike's wife Linda, Mike Donovan, Mike's son Kevin, Polly Chu, Charlie Craig

EDGE Excellence Award / Champion Award

The EDGE Awards recognize employees and organizations that embrace Corning's inclusive culture and advocate for ethnic diversity initiatives.



The recipients contribute toward the professional development of ethnically diverse employees and help resolve challenges encountered by those employees. The awards have been given since 2002, when the bylaws were first drawn up for EDGE.



Rita Shauger

The 2017 Excellence Award was given to Rita Shauger for actively supporting the growth and endorsement of all of Corning's Employee Resource Groups. Rita is the

diversity coordinator for Corning's Office of Global Diversity and Inclusion, is an active member of the Native American Council.

The 2017 EDGE Champion Award was presented to Li Fang, president, Corning Greater China, for being a champion of ethnic minorities in the workforce. As a coach and mentor, Li provides a shining example of supporting an inclusive culture for employees at all levels of the organization.



Li Fang

STICA Diversity Excellence Award

Recruiting, developing, and retaining world-class employees is critical to achieving Corning's vision. World-class talent is as diverse in background, thoughts and ideas as it is in culture, religion, and ethnicity. STICA's Diversity Excellence Award is designed to recognize an individual at any level in the company, someone who has led by example in 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 values diversity of cultures, ideas, thoughts, and styles. Anil Kharkar, a retired senior engineering associate, received the annual Diversity Excellence Award in 2017 for his outstanding efforts and commitment to diversity throughout his 44-year career at Corning. During this time, he mentored and coached many people, often helping them to navigate the culture at Corning.



Anil Kharkar

TCWN Signature Award

Dr. Polly Chu, technology director in the Emerging Innovations Group, received the 2016 Signature Award (awarded in 2017) presented by the Technology Community Women's Network (TCWN) to an employee who exemplifies its mission and vision to empower women across the Technology Community. The award recognized Dr. Chu for her 20-year commitment to the Employee Resource Group as a visible, committed mentor and an active advisor to the TCWN Leadership Team.



From left: Heather Decker, Dana Moss, Polly Chu, David Morse, Tim Hunt

Optical Communications Diversity & Inclusion "You Make a Difference" Award

The "You Make a Difference" awards were established to by Optical Communications to recognize annually an employee or team who embraces and promotes the advancement of diversity in the workplace and community, enabling a truly inclusive environment in which we work and live. The award is presented in each of four regions: U.S. / Canada, CALA/Mexico, EMEA, and APAC. Any employee assigned to the COC division, anywhere around the world, with at least two years of service is eligible to be nominated for the "You Make a Difference" award. The winners of the 2017 awards were:



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.

- From the U.S. / Canada: Keara Koehler
- From CALA / Mexico: Reynosa CPN team (leader: Santos Benavides)
- From EMEA: Aleksandra Karpinska
- From ASIA: Fernando Feng

Internal Awards & Recognition

Biennial Science Award / Biennial Service Award

Awarded by the Characterization Sciences Directorate in Global Research since 1999, nominations for these two awards are solicited from customers, collaborators, and colleagues, under the direction of the Valuing the Individual Quality Improvement Team. Dr. Galan Moore, a senior research scientist in the Chemical Analysis department and an expert in atomic and Raman spectroscopies, received the Biennial Science Award in recognition of his outstanding scientific contributions using laser induced breakdown spectroscopy (LIBS) and more recently, his efforts in developing new and exciting capabilities in Raman Spectroscopy. Susan Halstead, a scientist in the Microscopy and Surface Analysis Department with experience in optical microscopy, Time-of-Flight Secondary Ion Mass Spectrometry (ToF-SIMS), and most recently, thermal analysis, received the Biennial Service Award for demonstrating the Values of Quality, Integrity, Performance, Leadership, and Independence, while accomplishing analytical or materials processing services that have substantially benefitted the company.



From left: Justin Gao, Galan Moore, Susan Halstead, Randy Youngman

MTE Diversity Awards

The Manufacturing, Technology & Engineering (MTE) community recognized Lily Chen and Carl Strong with its 13th annual diversity awards. MTE established these awards to recognize and reward individuals who consistently value diversity and inclusion, and demonstrate inclusive behavior in the workplace. Lily Chen is currently the administrative assistant for MTE Asia. She was recognized for helping to establish a global culture within MTE Asia, for creating an environment where multi-national employees feel like MTE Asia is their home, and for her ability to bring together those of Chinese, Taiwanese, Thai, Indonesian, Korean, and Indian decent, as well as underrepresented women in the workforce, to help address cultural barriers and learn about western culture. Carl Strong is the senior manager of machine and automation systems in MTE. He was recognized for being a leader who strives to live all of Corning's Values, for his ability to treat everyone with respect.



Lily Chen, on right



Carl Strong, third from left

Recruitment

Military Veterans



Corning Incorporated recognizes that the U.S. military is one of the greatest institutions in the nation for instilling values like leadership, teamwork, and integrity. Veterans have an intense work ethic and proven expertise in a variety of disciplines, which makes the military a valuable source of highly qualified, diverse candidates for employment at Corning. Therefore, we have had a long-standing commitment to recruiting veterans to work for our company.

In 2017, Corning launched a new job search site that features a U.S. Veterans page communicating the value Corning places on recruiting and hiring veterans. The veteran's page features a military jobs transcoder that helps veterans translate their military job code into positions that are available at Corning. Realizing our veterans are located across the United States and are going through the many transition centers across the country, our new job search tool allows them to search for open positions by city, state, or zip in addition to a geographical mapping feature. The site can be visited at <https://corningjobs.corning.com/content/veterans/>.

According to Todd Stout, manager, Global Sourcing Strategies, "Ten years ago our approach to military hiring was largely focused on recruiting Junior Military Officers. Today, we have broadened that focus to include veterans from every level. We are excited about the progress we have made in improving Corning's visibility within veteran candidate pools. We believe hiring veterans is a win-win for everyone. Corning gets exceptional employees while helping U.S. servicemen and servicewomen re-enter the workforce."

The U.S. military is a great source for diverse talent with exceptional education, training, and skills. Their experience has taught them to overcome barriers and solve problems creatively. They have the ability to work alongside others in an intense and collaborative work environment. They often have experience with scientific and technical projects, and they are flexible and adaptive to changing conditions. And, they have the necessary leadership skills to influence others to accomplish objectives by providing purpose, direction, and motivation. These are the exact characteristics of the talent Corning is looking to hire.



**We believe
hiring veterans
is a win-win for
everyone.**

-Todd Stout
Manager, Global Sourcing Strategies



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