

CELEBRATING
50 YEARS OF
D&I



DIVERSITY & INCLUSION
2018 Annual Report

Inclusive Culture. Diverse Talent. Inspired Innovation.

CORNING



DIVERSITY & INCLUSION AT CORNING

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



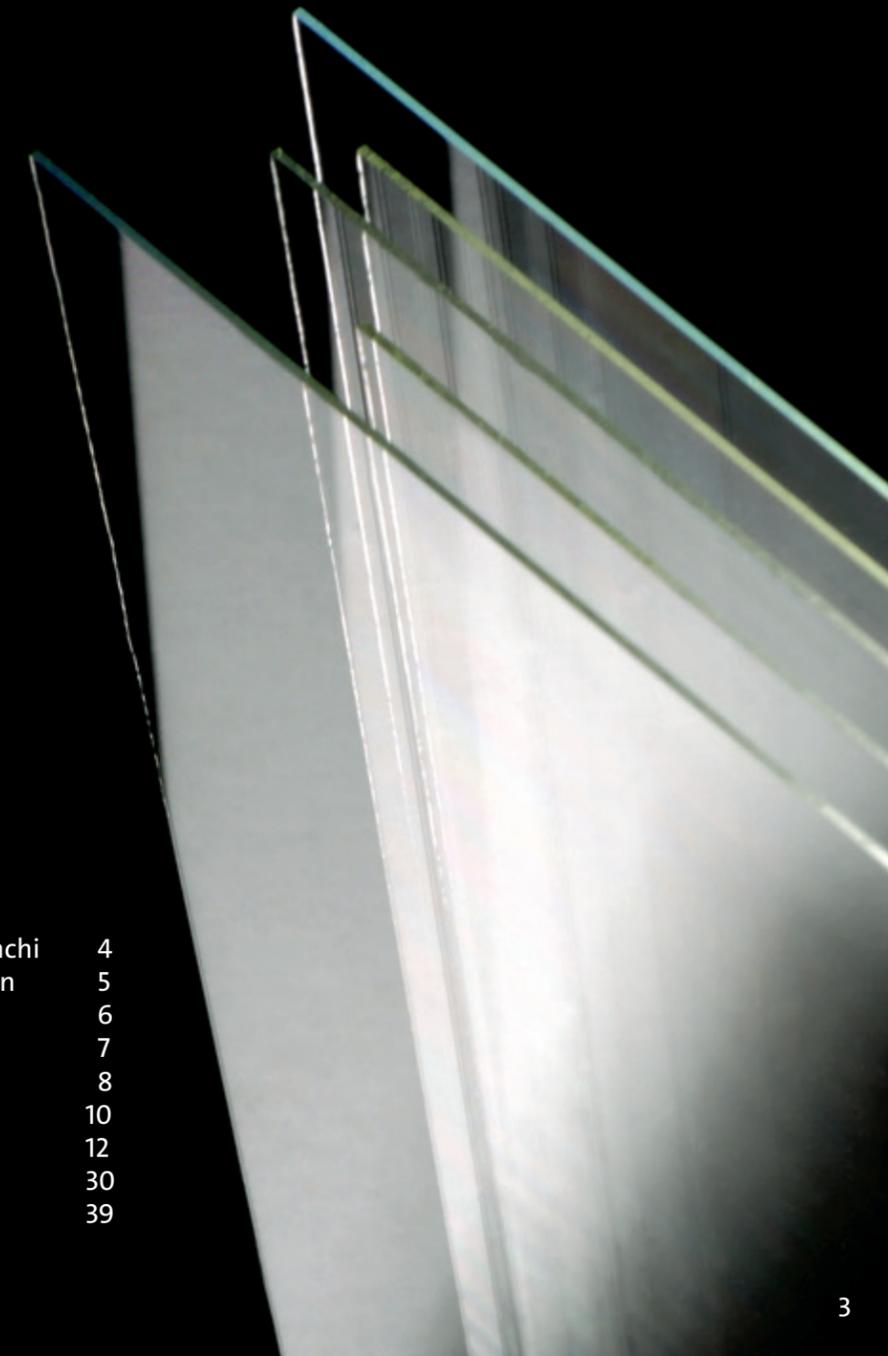
“ *The case for Diversity at Corning is simple: it helps us in our quest to continually create a better version of ourselves. It helps us honor our mission to create life-changing innovation. Diversity helps us collaborate more effectively with partners and compete effectively as a global company. It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

– Wendell Weeks
Chairman, Chief Executive Officer, and President



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A Message from Christy Pambianchi Executive Vice President, People & Digital

2018 was quite a year! As you'll see in this annual report, we celebrated 50 years of diversity and inclusion at Corning. We have a great story to tell and we are extremely proud of this accomplishment.

At the same time, we continued to pursue our ongoing mission to create life-changing innovations and maintained a strong financial position while continuing to grow at a record-breaking pace. We recruited more than 5,000 employees and on-boarded them within our global workforce. As a result, we closed the year with approximately 52,000 of the world's best talent, 70% of whom are located outside the United States. This makes Corning the largest and the most global we've ever been in our 168-year history.

"We know we achieve a competitive advantage when we leverage our differences to generate the level of inspired innovation that is our company's hallmark."

We are also the most diverse we have ever been, and we see that diversity as one of our greatest strengths. We know we achieve a competitive advantage when we leverage our differences to generate the level of inspired innovation that is our company's hallmark. This takes all of us working together in an inclusive environment where we feel safe, respected, and encouraged to contribute regardless of gender, race, age, sexual orientation, or disability. Our seven Values and our commitment to diversity and inclusion unite us as "one Corning" worldwide and form the foundation of our shared workplace culture in which all employees have the opportunity to thrive.

From a talent management perspective, our goal is to build a talented, diverse workforce that is reflective of the available talent pool. At the same time, we want our leadership to reflect the profile of our global employees because it makes us stronger and allows employees to see themselves represented in the highest levels of the company. To that end, we utilize a Diversity in Leadership strategy to ensure emerging leaders are given the guidance, training, and professional opportunities they need to ascend through our management ranks. This strategy has delivered meaningful results since it was implemented in 2006, with diversity in leadership having increased from 23% to 46% in the Corporate Management Group, from 8% to 26% within our Corporate Officers, and from 14% to 27% on our Management Committee.

We are very proud to also be among a small group of companies that have committed to and achieved pay equity among men and women, and among majority and minority employee groups. We take seriously our commitment to live our Values, and we believe pay equity is part of that promise. We use a third-party tool from Mercer, a world expert in compensation, to measure this multiple times per year. We are extending our work in the United States to our international operations.

In closing, Corning's long-standing commitment to diversity and inclusion is a critical component in our strategy to win in our chosen markets. By supporting our global workforce of innovators with inclusive policies and practices, and offering them opportunities to grow and lead, we will continue to have a competitive advantage that helps us succeed in our mission. I want to thank all employees for your individual contributions and for living our Values each and every day!

Christy Pambianchi



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

I'm pleased to share Corning's 2018 Annual Report on Diversity & Inclusion!

In this special edition of the Annual Report, we summarize major accomplishments and highlight our 50 Years of Diversity & Inclusion Celebration. Here are a few key highlights from this milestone year:

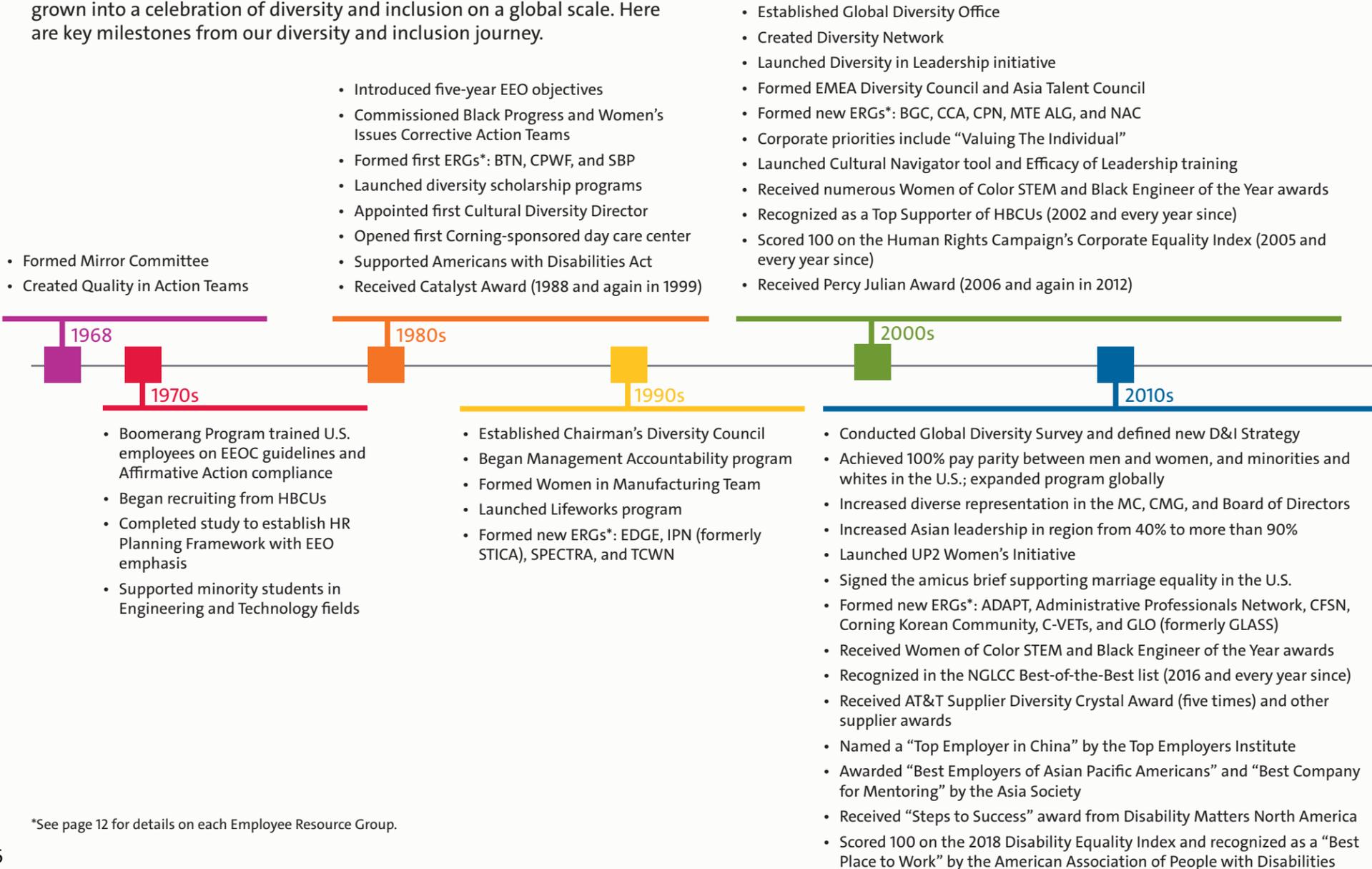
- Hundreds of Corning employees came together with senior leaders to celebrate the 50th anniversary of our formal Diversity & Inclusion (D&I) initiative at a two-day conference in October. The event included a mix of reflecting on our diversity journey, dynamic speakers, valuable learning opportunities, networking, and fun. See page 10 for all the details.
- The UP2 Women's Initiative continued to grow and gain participation globally, as women help each other to achieve their career goals and advance within Corning. In its sixth year, this important program was recognized in 2018 by the National LGBT Chamber of Commerce (NGLCC) and in the National Business Inclusion Consortium (NBIC) as one of the top five business programs for NGLCC/NBIC's Program or Initiative of the Year Award. Read more about this on page 32.
- We joined other leading corporations and organizations in signing the Business Statement for Transgender Equality. This action is aligned with our Value of The Individual and in keeping with our commitment to diversity and inclusion.
- Corning's 18 Employee Resource Groups (ERGs) are amazing! With more than 4,000 members and 50 chapter locations globally, the ERGs provided a vital connection point for a variety of employee constituencies. In 2018, every ERG worked to achieve their distinct missions and accomplish their annual objectives. As you'll see from the summary starting on page 32, the groups had an impact both inside Corning and in the larger communities where we operate.
- We completed a special series of Corning World articles to demonstrate the intrinsic linkage between diversity and inclusion and our seven corporate Values. Each article featured a senior leader sharing their perspectives on a particular Value. This series helped to reinforce for employees the fundamental principles of our shared corporate culture which unites us as "one Corning" globally.
- In 2018, we continued to offer a variety of professional development opportunities focused on diversity and inclusion. Among other topics, this includes Unconscious Bias training to help managers and employees understand and recognize the subtle, and often unintentional, behaviors that can impact working relationships. Corning is pleased to partner with some of the best consultants in this field to help us increase our inclusive culture.
- We received numerous corporate and individual awards and accolades that validate our position as a D&I leader. These included the Human Rights Campaign, the Top Supporters of Historically Black Colleges and Universities (HBCUs), the NGLCC, the Disability Equality Index, and a Top Employer in China recognition, among others. Take a look at the complete list of awards starting on page 30.

I want to thank all employees for doing your part to make our workplace environment an inclusive one that values diversity and respects each individual for what they contribute. I encourage you to explore this special Annual Report to learn more about what we accomplished last year. I could not be more proud!

Monica Bankston

Diversity Timeline

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



*See page 12 for details on each Employee Resource Group.

Diversity & Inclusion and The 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.



Quality

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

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.



Performance

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.



Leadership

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.



Innovation

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.



Independence

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.



The Individual

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

2018 Snapshot: After period of unprecedented growth, Corning is...

The **biggest** we've ever been with **52,000 employees**

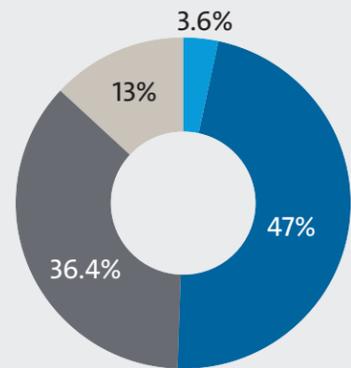


=1,000 employees

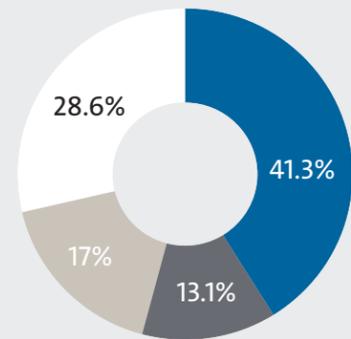
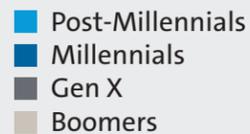
The **most global** with **70%** of employees located outside the U.S.[§]



237 locations* in **31 countries**



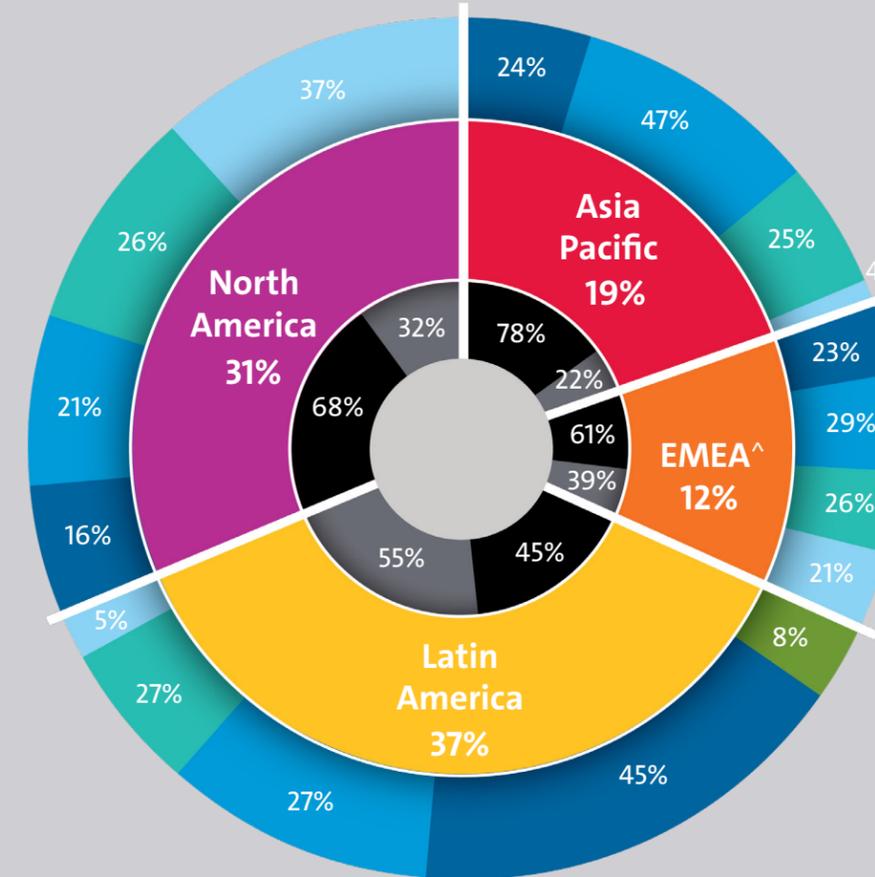
The **youngest** with **50%** being in the **Millennial or post-Millennial generations**[§]



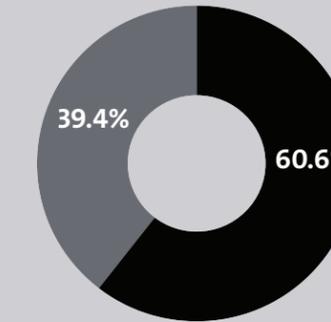
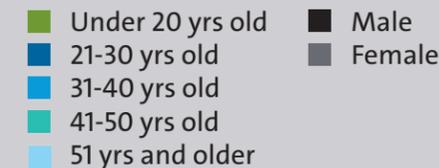
The **most junior** with more than **40%** having less than two years of service[§]



The **most diverse** in our 168-year history[§]

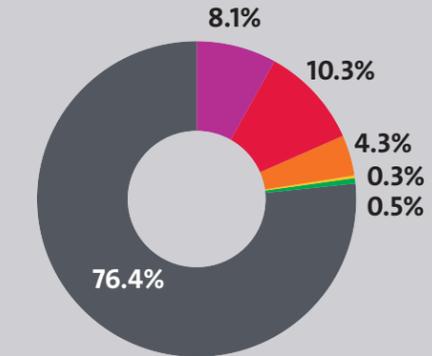


Employees by region, age, and gender



Employees by gender

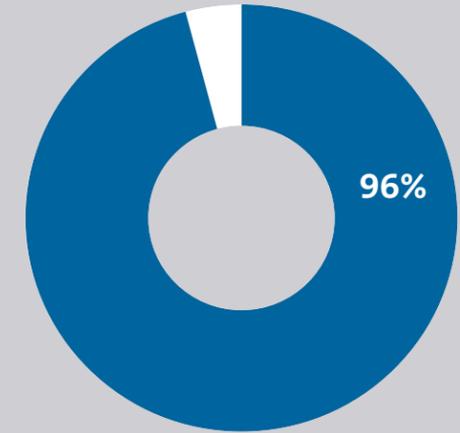
- Male
- Female



U.S. employees by race



Hiring, developing, and retaining the right talent



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: 31 Arab: 0, Professionals Non-Arab: 52 Arab: 0, Technicians Non-Arab: 1 Arab: 0, Sales Workers Non-Arab: 0 Arab: 0, Administrative Support Workers Non-Arab: 0 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.

50 Years of D&I Celebration

Corning marked the 50th anniversary of its formal Diversity & Inclusion (D&I) initiative in 2018, which was a significant milestone in our corporate history. To commemorate the special occasion, Corning's senior leadership joined hundreds of employees for a two-day Employee Resource Group Conference and a variety of celebratory events held in October at the Corning Museum of Glass in Corning, NY. Highlights included:

Gala Dinner



This event featured a 50th Anniversary of D&I retrospective video and remarks by key leadership voices. Larry McRae, vice chairman and corporate development officer, shared his unique perspective as an African American with 33 years of experience at Corning. He was the first person of color to serve on the Management Committee and to be appointed vice chairman. Over his tenure at the company he has seen tremendous progress made in the area of diversity and inclusion.

Corning's Chairman and CEO Wendell Weeks delivered the keynote address, emphasizing the business case for diversity and inclusion and its vital importance to

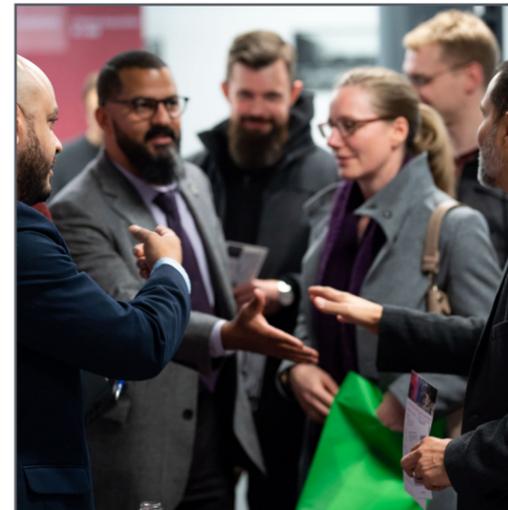
Corning's innovation process. He stressed that our ability to innovate successfully depends upon diversity of ideas, skills, backgrounds, experiences, and perspectives. Wendell also highlighted the fundamental connection between diversity and our Values, as well as the integral force diversity plays in Corning's continual drive to become a better version of itself.

ERG Leaders Summit



Held specifically for the leaders of Corning's 18 Employee Resource Groups, this dynamic session was kicked off by Monica Bankston, who leads Corning's Office of Global Diversity and Inclusion. Monica gave an overview of the ERGs and the vital role they play in Corning's culture as representatives of key employee constituencies that raise awareness of critical issues, help recruit and retain diverse talent, increase cultural understanding, and inspire corporate leaders to adopt new policies and practices.

Deborah Brown is a managing principal at Korn Ferry, a global organizational consulting firm. She led an interactive workshop with the ERG leaders in which she challenged them to think in new ways about how to quantify and articulate the value they bring to Corning. Specifically, she coached the ERG leaders on how to set strategies, take action, measure accomplishments, and garner genuine support from their sponsors and corporate leaders.



"Since our D&I journey began in 1968, Corning has established itself as a recognized corporate champion for diversity as demonstrated by our Values, the policies and workplace culture we maintain for our employees, and the issues we have chosen to support in the larger community. Cheers to our 50 years!"

- Monica Bankston

ERG Conference



The agenda for this event was filled with inspiring presentations and learning opportunities. Participants included Corning leadership, ERG leaders and members, and many interested employees. Executive Vice President, People & Digital, Christy Pambianchi started the day by sharing an overview of the company's legacy of progress in building diversity in leadership. She shared data demonstrating how the approach has helped to advance the careers of diverse employees and increase their representation in the highest levels of management. She also shared the current diversity and inclusion strategy, and how that is embedded in Corning's overarching talent management approach to hiring the best global diverse talent and keeping them for life.

A panel discussion featured Management Committee members Larry McRae, vice chairman and corporate development officer; Lewis Steverson, executive vice president and general counsel; Lisa Ferrero, chief administrative officer; Christy Pambianchi, executive vice president, People & Digital; and Clark Kinlin, executive vice president, Corning Optical Communications. The panelists took a variety of questions from the audience, creating a lively and informative discussion.

External speakers included keynote speaker Yassmin Abdel-Magied whose TED Talk has approximately two million views. Yassmin, who represents many dimensions of diversity as a Sudanese-born Australian mechanical engineer, writer, and social advocate, gave a riveting presentation on her personal experiences championing inclusion. Al Vivian, president and CEO of Basic Diversity and the son of a member of Dr. Martin L. King Jr.'s personal executive staff, led a powerful workshop on Unconscious Bias.

Three ERG Learning Sessions provided intimate opportunities to explore the following topics: (1) "Difficult Conversations" facilitated by Travis Jones of The Winters Group, (2) "ERG Best Practice Sharing" led by representatives from C-VETS, CPN, and ADAPT – three of Corning's Employee Resource groups; and (3) "The Next 50 Years: How Your ERG Can Impact Corning's Future" conducted by Deborah Brown of Korn Ferry.

50 Years of D&I Celebration



Corning concluded the two-day celebration with a private 2300°-style event for all Corning employees at the Corning Museum of Glass. Attendees enjoyed live entertainment, hot glass demonstrations, and an Employee Resource Group Fair where all 18 groups were able to share information about their missions and activities, and recruit new members.

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

Joining one of Corning's 18 Employee Resource Groups provides an excellent connection point for new and legacy employees to meet each other, network, and integrate themselves into our unique corporate culture. Our ERGs represent vital employee constituencies and all groups are open to all Corning employees. Approximately 4,000 Corning employees belong to an ERG today.

New groups are added as necessary to better reflect the expanding dimensions of diversity and inclusion, and to meet employee needs. The ERGs continued to expand globally in 2018 reaching a total of 55 chapters and locations throughout the regions where we operate.

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 2018

In addition to celebrating Corning's 50th Anniversary of Diversity & Inclusion this year, Corning formed two new ERGs in 2018 – The Administrative Professionals Network and The Corning Korean Community, which will begin their work in 2019. All other ERGs engaged in a variety of activities focused on professional development, recruiting, cultural celebrations, mentoring, advocacy, and community outreach. In many instances they collaborated with each other in the planning and delivery of these events. Each group is profiled on the pages that follow.



CORNING | ADAPT Abled & 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.

2018 Accomplishments by Chapter / Location

ADAPT Corning, NY

- Worked to achieve Corning's "Best Place to Work" designation on the Disability Equality Index.
- Established an Advocacy Committee to coordinate with HR, Benefits, Recruiting, S&T Safety, and Business Services on topics including employee/new hire support, handicapped parking, stairwell evacuation, C building universal design, as well as a training course from Cornell involving advocacy and peer coaching.
- Organized three lunch and learn sessions on disability topics which drew more than 300 attendees.
- Hosted a signature event featuring a presentation on the topic of defining disability, as well as a resource fair with participation by Corning HR/Benefits, federal, state and local agencies, local school districts, healthcare providers, and regional disability agencies.
- Delivered best practices presentation and hosted an information table at the ERG Fair, both at the Global ERG Conference.
- Participated in the IT Diversity Fair.

ADAPT EMEA

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

- Set goals to identify existing improvements in EMEA locations for people with disabilities, and benchmarked with other European companies in that matter, to create functional cooperation with non-governance organizations (NGOs) and Corning.
- Participated in blood and bone marrow donation drives in Strykow.
- Donated to NGO in Berlin.



CORNING | Black Growth Council

Mission:

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

2018 Accomplishments

- Co-sponsored a month-long series of Black History Month events for both Corning employees and the wider community, with the theme “MLK 50 Years Later: Legacies of the Civil Rights Movement”, which included:
 - Personal accounts of Movement participation by Corning employees.
 - Quiz Bowl and screening of several topical movies.
 - Participation in the National Council of English Teachers’ Black History Month Read-in to students, during which 115 Corning volunteers read in 265 classrooms in eleven school districts.
- Attended the National Society of Black Engineers (NSBE) Convention, as well as career fairs at Rutgers University, Georgia Institute of Technology, and North Carolina A&T State University.
- Continued sponsoring the Corning chapter of the Toastmasters Club, as well as a number of presentations and panel discussions on career development, Corning culture, and #Me Too in the workplace.
- Co-sponsored with other ERGs the intern summer picnic, as well as two immigration talks for Corning employees.
- Attended the 50 Years of Diversity & Inclusion Dinner and participated in the Corning Information Technology (IT) Diversity Fair.
- Honored the Martin Luther King Day of Service by volunteering at a local food bank.
- Participated in the United Way Day of Action by providing service to a local economic opportunity agency.



CORNING | Black Technology Network

Mission:

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

2018 Accomplishments

- Celebrated its 30th anniversary as an ERG at Corning.
- Sponsored the welcome luncheon for the 2018 summer internship class in S&T, and co-sponsored the intern summer picnic, along with other ERGs.
- Participated in recruiting and sponsorship at national conferences.
- Sponsored programs at Historically Black Colleges and Universities (HBCU).
- Co-sponsored the annual NAACP MLK Breakfast event, a local Juneteenth Celebration, and the NAACP Annual Scholarship Dinner.



CORNING | Chinese Association (華人協會)

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.



2018 Accomplishments

- Co-sponsored with other ERGs two immigration talks and a Dialogue with International Leaders for Corning employees.
- Participated in the Global ERG Conference, the Summer Intern Fair, the IT Diversity Fair, the Finger Lakes Dragon Boat Festival, and a summer picnic.
- Organized its annual celebration of the Chinese New Year for Corning employees at Sullivan Park.
- Hosted a welcome dinner for summer interns of Chinese origin.
- Hosted two speaker events featuring Chinese business leaders.
- Fulfilled four business translation requests from CDT/CGT for customer visits.
- Furthered its commitment to the wider area Chinese community by celebrating the traditional Moon festival, participating in a local Colonial Days parade, providing support for the Corning Chinese School, and organizing a Corning China one-on-one donation event in the Corning valley area to support students with financial hardships.

CORNING | Family Support Network

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., pediatrics, mental health experts, lactation consultants, financial planning, etc.). Offer opportunities in community outreach, supporting local families in need.



2018 Accomplishments

- Co-sponsored with other ERGs the Bring Your Child to Work Day event, discussions on leave of absence and disability, and the Corning Family Celebration BBQ.
- Organized a Teledoc information session on Corning benefits and a demo on the Kwinshi App as a prototype app for daycare.
- Participated in an informational meeting at a local child and family support agency, and in the United Way Day of Action, as well as a fundraiser for a local organization which supports survivors of sex trafficking.

CORNING | Professional Women's Forum

Mission:

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



2018 Accomplishments by Chapter / Location

US Chapters

CPWF Corning, NY

- Celebrated Women's History Month with the theme "Nevertheless, She Persisted":
 - Hosted number of events featuring Corning women leaders.
 - Co-sponsored the closing event with NAC, with a keynote speech on how Native American history influenced the suffrage movement.
 - Organized the Women in History postings on the Blue Line.
- Co-sponsored the annual Take Your Child to Work Day for over 100 participating children, as well as an intern lunch for 60 attendees.
- Participated in the ERG Fair and the Global ERG Conference.
- Hosted two movie showings, participated in recruiting events, and organized a Manufacturing event on presentation skills featuring a panel discussion with mid-level leadership.
- Engaged in a number of organizational initiatives:
 - Refreshed its brand.
 - Increased membership by more than 70 new members.
 - Held global alignment meetings with other chapters.
 - Developed a leadership transition plan.
- Collaborated with the chapters located in North Carolina to raise money for local charities.
- Helped found two new CPWF chapters in Fairport, NY, and Santa Barbara, CA.

CPWF Harrodsburg, KY

- Held its annual kick-off event at the beginning of the year and hosted a book discussion and writing seminar with members.
- Sponsored an intern breakfast and a Q&A session with senior leadership.
- Initiated a voter registration outreach.
- Organized activities for a local senior center and participated in a holiday gifts for children event.

CPWF Hickory, NC

- Co-sponsored, with another Hickory ERG chapter, a presentation on interviewing skills.
- Hosted a career paths panel discussion with senior women leaders.
- Collaborated with other NC CPWF chapter groups on a women-led manufacturing event.
- Instituted a book club.
- Held several membership drives, created a CPWF glass plaque recognition piece, and organized a chapter Blue Line community.

CPWF Tewksbury, MA

- Increased its membership by 60%.
- Hosted several SMART interview series as well as other informal development seminars, and promoted CLC self-development tools to the facility.
- Participated in a girls' STEM conference, the Massachusetts Conference for Women, and the Global ERG Conference in Corning.
- Participated in a clothing drive for women and children.

CPWF Treyburn, NC

- Fostered a relationship with NC State's Women in Science and Engineering (WISE) group to develop a pipeline for diversity recruiting efforts, and along with engineering representatives, led a career advice panel for students.
- Collaborated with other NC CPWF chapter groups on a women-led Manufacturing event.
- Participated in a leadership course and attended the Global ERG Conference in Corning.
- Held a welcome dinner and networking event for new-hire salaried women.
- Sponsored a community women's health fair and collaborated with another Treyburn ERG chapter to engage in several community charity events.



CPWF Wilmington, NC

- Organized a Take Our Children To Work Day for more than 60 children.
- Hosted several site-wide developmental talks and speaker events featuring Wilmington women leaders.
- Completed its mentor program, held a number of networking lunches and book club meetings.
- Collaborated with other NC CPWF chapter groups on a women-led Manufacturing event.
- Participated in on-campus recruiting.
- Participated in a career event at an area girls' middle school and supported an on-site STEM group.
- Collaborated with interns and other ERGs to pack meals and raise funds for local food bank organizations.

Global Chapters

CPWF Berlin, Germany

- Hosted a month-long celebration of International Women's Day by:
 - Showing a series of videos and hosting discussions on personal development and diversity.
 - Holding a discussion on the history of the women's rights movement.

CPWF Borre, France

- Held several meet-and-greet events with women leaders.
- Emphasized members' health with sessions involving yoga and relaxation.
- Held a holiday workshop.

CPWF Gebze, Turkey

- Hosted a movie viewing on International Women's Day about Christian and Muslim women working together to address violence in their village.

CPWF Pune, India

- Held learning sessions on personal financial planning and filing tax returns, safety training, personal hygiene, and refresher training on the prevention of sexual harassment in the workplace.

- Interacted with several senior leaders who shared personal journeys.
- Posted regularly to its CPWF India Blue Line community.
- Shared the D&I message from the Global HR Deployment meeting, and used the D&I Annual Report as a benchmark to plan future initiatives.
- Commemorated International Women's Day by building bicycles for girls in the community, and partnered with local NGOs to collect clothes, books, and toys for local children in need.

CPWF Reynosa Mexico

- Celebrated Women's Month in March with the theme "Empowered Women."
 - Created a booklet featuring an interview with Monica Bankston.
 - Included women's leaders a Reynosa campus photo shoot.
 - Attended the Empowered Women conference.
- Hosted a series of self-development and career path conferences: GPS for Effective Development, Successful Leadership Route, and What's wrong with being confident?
- Held a 3K race fundraising event and donated the funds to support women with cancer; more than 350 runners participated raising a total of \$252,000MX (approximately \$13K USD).

CPWF Tel Aviv, Israel

- Sponsored a remembrance event for International Women's Day which included a lunch for all women in the facility, as well as an open presentation about the changing role of women.

CPWF Vordingborg, Denmark

- Commemorated International Women's Day by posting a 175-year timeline in the facility meeting room to celebrate and highlight the progress women have made in Denmark.
- Hosted a series of presentations and videos on Body Language.

CPWF Warsaw, Poland

- Held a number of meetings featuring discussions on various self-development topics like teamwork, proactivity, creating a personal brand, and training.

CORNING | Professionals Network

Mission:

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.

2018 Accomplishments by Chapter / Location

CPN Corning, NY

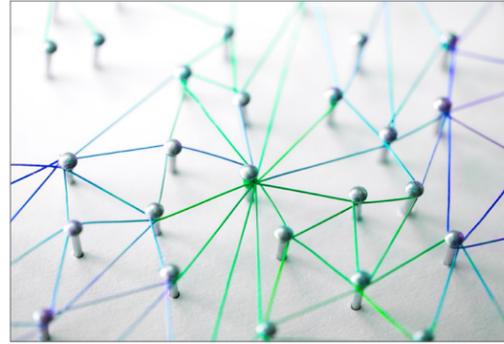
- Continued its community outreach mission by donating time to a variety of local charitable organizations, including Habitat for Humanity during Global Volunteer Week.
- Organized a number of family-oriented events, as well as member outings in the local area.
- Held an ice-cream social with summer interns, and a regular series of networking events.
- Developed a Blue Line community, using it to organize events and facilitate communication.

CPN Hickory, NC

- Held a number of formal and informal networking events.
- Co-sponsored a March kick-off event with other ERGs and the Diversity Council.
- Organized its annual summer games with interns, as well as a hiking event.
- Initiated a series of four career development events highlighting different departments within its location.
- Donated time and raised money for a number of local charitable organizations, organized a local Veterans' Day recognition event, and through the United Way purchased holiday gifts for 10 local families in need.

CPN Reynosa, Mexico

- Participated in a number of charitable activities in support of the community:
 - Organized plastic lids donation for cancer treatment organization (more than 1,000 pounds).
 - Supported 63 employees who were victims of flooding with personal cleaning, food items, and Home Depot gift cards.
 - Participated in Global Volunteer Week at the Nuevo Santander Elementary School: 15 volunteers with a total of 120 volunteer hours.
 - Donated paint to an elementary school and clothes to Casa del Migrante, a nursing home, and Casa Hogar Amparo, an orphanage.
- Held a "World Cup" edition soccer tournament with 200 Corning employees participating.
- Hosted their first Book fair called #ShareYourMind; participating employees exchanged books with each other.



CORNING | C-VETS Corning Veterans Engaged To Support

Mission:

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

2018 Accomplishments by Chapter / Location

C-VETS Corning, NY

- Organized several fundraising events to support veterans, donating funds to a number of local programs.
- Continued outreach programs at the Bath, NY, Veterans Administration, holding a summer picnic at that facility, as well as providing holiday gifts and visits.
- Conducted several Veterans Day events at local facilities, volunteered time during the United Way Day of action, and co-sponsored and participated in an event honoring the Tuskegee Airmen at a local community college.
- Donated funds to the national Wreaths Across America program.
- Joined Corning's Talent Acquisition team to reach out to veterans at an area recruiting fair.

C-VETS Newton, NC, and Oneonta, NY

- New chapters formed in 2018.

C-VETS Phoenix, AZ

- Established chapter roles and responsibilities.
- Held a fundraising event and reached out to its local Chamber of Commerce to establish a Military/Veterans Affairs Committee.
- Collected holiday toys for children in need.



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.



2018 Accomplishments by Chapter / Location

EDGE Corning, NY

- Hosted two Dialogue with International Leaders events and invited two senior leaders to share their career learning and experience with EDGE members.
- Hosted two training workshops to help members build and improve skillsets.
- Held two panel discussions targeting career paths within the technology community.
- Participated in community events such as a joining a local charity bike ride and raising nearly \$10,000 for a local food bank.
- Partnered with other ERGs to sponsor two immigration talks, form teams for an area Dragon Boat Festival which celebrates Asian and Asian/American culture, and to organize a summer picnic for Corning families.
- Participated in the Global ERG Conference and IT Diversity Fair.
- Published three Corning World articles
- Recognized Corning employees with the EDGE Champion Award and Excellence Award.

EDGE Concord, NC

- Engaged in member recruitment, developing a video for new employee orientation sessions.
- Attended leadership training (two members) and the Global ERG Conference.
- Participated in a local Dragon Boat Festival which celebrated Asian culture, promoted community cultural events within the facility, and collaborated with another NC EDGE chapter on a Passport to the World event.
- Promoted local STEM activities, including the sponsorship of a robotics team from a local high school as well as a robotics summer camp.
- Coordinated facility participation in a national holiday program for children in need.

EDGE Wilmington, NC

- Held a development training seminar on patent and literature searches.
- Collaborated with another NC ERG chapter on a Passport to the World event to promote cultural diversity, as well as with other ERGS on a Martin Luther King Day event, and a Take Your Child to Work Day program.
- Managed a volunteer effort to help Corning employees affected by Hurricane Florence, as well as wider community families who experienced home damage.
- Volunteered at local STEM events.

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.



2018 Accomplishments

- Rebranded itself (formerly known as GLASS/Global Latino Advancement and Success Society) to improve awareness that the group represented Latino employees.
- Co-sponsored, along with other ERGs, two immigration talks for Corning employees.

CORNING | Indian Professionals Network



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 Incorporated'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.

2018 Accomplishments

- Rebranded itself (formerly a Corning employee branch of STICA/Southern Tier Indian Cultural Association) as Indian Professionals Network.
- Launched a "Welcome to Corning" initiative for new employees, informally participating in job candidate interviews, and organizing informal social gathers to facilitate interaction between those employees and the Leadership team.
- Made collaboration efforts a priority in 2018:
 - Joined the Technology Community Coaching team to increase group member participation.
 - Connected with Corning's Immigration Department to organize sessions with ERG leaders to provide feedback and proposals, and sponsored special quarterly immigration events attended by more than 200 employees, both in-person and via Webex.
 - Co-sponsored with another ERG a Dialogue with International Leaders speaker series.
- Participated in STICA's annual India Day public event and celebrated Diwali with a luncheon attended by 300 which featured Indian classical music and dance.
- Participated in a highway cleanup program as part of its community outreach initiative.

CORNING | MTE Asian & Latin Group

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.

2018 Accomplishments

- Co-sponsored a Dialogue with International Leaders speaker series, as well as two immigration talks for Corning employees.
- Collaborated on a local community Dragon Boat Festival celebrating Asian culture, as well as a family and friends summer picnic.
- Opened one meeting to new hires and summer interns, hosted several groups of MTE visitors at facility and Sullivan Park tours, and hosted a lunch-and-learn event to discuss the history and growth of this ERG.
- Attended leadership training sessions and the Global ERG Conference, and the IT Diversity Fair.



CORNING | Native American Council

Mission:

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



2018 Accomplishments

- Provided sponsorship for the American Indian Science and Engineering Society (AISES) Region 6 conference, and participated in the review of AISES scholarship applications.
- Sent representatives to a career fair at Haskell Indian Nations University in Kansas, and later hosted a Virtual Vision Quest event with Haskell students.
- Celebrated two new Native American hires.
- Co-sponsored a Women's History Month event that featured a talk about Native American contributions to women's voting rights in America.
- Coordinated and hosted Native American History Month events in both Corning and Wilmington, and participated in the Wilmington EDGE chapter's Passport to the World event.
- Participated in the Global ERG Conference and the IT Diversity Fair.
- Sponsored a bus trip for Corning employees and their families to a Native American cultural gathering at the Seneca Nation reservation in Salamanca, NY.
- Participated in local organizations' American history and crafts programs, especially those centered around Corning's Rockwell Museum, including sponsoring a movie screening at the museum, and participating in its annual youth-oriented Garden of Fire arts and science program.

CORNING | Society of Black Professionals

Mission:

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



2018 Accomplishments by Chapter / Location

SBP Corning, NY

- Co-sponsored two immigration talks for Corning employees, along with several other ERGs, as well as the Black History Month series of events.

SBP Hickory, NC

- Co-sponsored a joint ERG kick-off meeting, along with the Diversity Council and other Hickory chapters of ERGs.
- Co-sponsored a career development talk.
- Initiated a mentoring/coaching program for more than 21 participants.
- Organized further career training sessions and hosted an informal networking social gathering.
- Organized an African American Innovators Art Gallery showcasing art created by 61 area students, participated in a local elementary school Career Day, and raised holiday-giving funds for two local youth-oriented charities.

SBP Wilmington, NC

- Organized and led plant-wide Black History Month Celebration.
- Collaborated with CPWF Wilmington for Take Our Children to Work Day and Rise Against Hunger event.
- Hosted STEM competition events for local ROCAME (Wilmington's Region "O" Council for the Advancement of Minorities in Engineering) Jamboree.
- Participated in community outreach STEM programs at local high schools and middle schools.
- Collaborated with all Wilmington ERGs during United Way Campaign.
- Participated in local Hurricane Florence recovery relief efforts.



CORNING | SPECTRA

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.

2018 Accomplishments by Chapter / Location

SPECTRA Corning, NY

- Celebrated the organization of its first satellite chapter, in Hickory, and welcomed new members from Corning's Washington, DC location.
- Participated in the 50th Anniversary D&I event at Corning HQ, the Global ERG Conference, and the IT Diversity Fair.
- Participated in the Concord location's "Passport to the World" event and the Charlotte, NC, community Pride event, which was attended by more than 75 Corning employees and family members.
- Organized its signature community entertainment event, located at the Corning Museum of Glass auditorium, and open to the public.
- Helped Corning achieve its 13th consecutive 100% Corporate Equality Index rating, as well as the National Gay and Lesbian Chamber of Commerce (NGLCC) Best-of-the-Best Award.
- Participated in the Out & Equal Conference.
- Sponsored both a Western New York Dinner and a National Dinner for the Human Rights Council (HRC).
- Successfully advocated for Corning's signature on the HRC Business Statement for Transgender Equality.

SPECTRA Hickory, NC

- This chapter was formed in 2018.



CORNING | Technology Community Women's Network

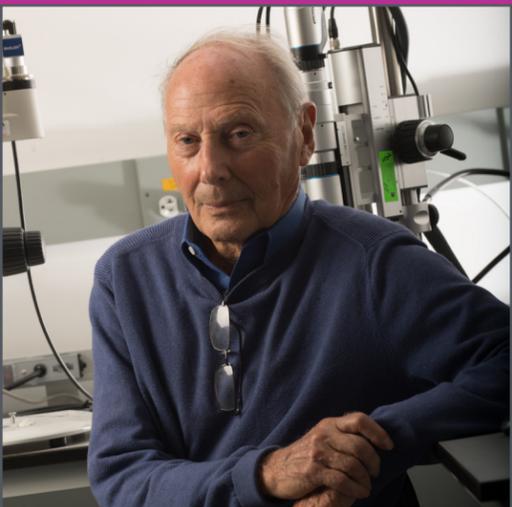
Mission:

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

2018 Accomplishments

- Celebrated both its 30th anniversary as a Corning ERG, as well as its 40 new members, and deployed a new logo treatment.
- Held a Languages of Appreciation workshop.
- Organized a Bring Your Child to Work Day event at Sullivan Park with more than 350 children attending.
- Sponsored four women to a SkillPath Seminar and presented a follow-up presentation to present seminar learnings.
- Hosted a National Women's History Month presentation on the history of New York's educated women.
- Collaborated with other ERGs to pack boxes and sign holiday cards for deployed military, and to co-host a Women of Color and Black Engineer of the Year Award reception.
- Organized a Childhood Cancer Awareness Walk and fundraiser in the larger community.





Awards and Recognition

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, which validate our leadership position. The following 2018 external and internal diversity awards are particularly noteworthy.



The Human Rights Campaign

The Human Rights Campaign (HRC) is the largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender, and queer (LGBTQ) Americans. The HRC Foundation's Corporate Equality Index is the national benchmarking tool on corporate policies and practices pertinent to LGBTQ employees. Corning Incorporated is proud to have received a 100 score in 2018 and every year since the Index was first published in 2002.



Corning representatives attended the 22nd annual HRC National Dinner in Washington, DC, on Sept. 16, 2018.



Top Supporter of Historically Black Colleges and Universities (HBCUs)

The Top Supporters of HBCUs list surveys the deans of the 15 ABET-accredited, historically Black college and university engineering programs, and the corporate-academic alliance, Advancing Minorities' Interest in Engineering (AMIE). The survey asks these individuals to list the corporate and government/non-profit organizations that provide the most support to their schools. In completing the annual survey, the institutions consider the following factors: support for infrastructure modernization and enhancement, research and mentorship projects, participation on advisory councils, faculty development opportunities, scholarships, student projects, stipends, co-ops, and career opportunities. Corning Incorporated is proud to have received this honor 16 consecutive years – every year since the distinction was first awarded.



APD and Disability:IN's Best Place to Work

Corning Incorporated has been named one of the best places to work by the American Association of People with Disabilities (AAPD) and Disability:IN. Corning received a top score of 100 on the 2018 Disability Equality Index (DEI), a national, transparent benchmark that provides companies an objective score on disability-inclusion policies and practices. Companies are graded on their performances in five categories: cultural leadership, enterprise-wide access, employment practices, community support and engagement, and supplier diversity.



Melissann Ashton-Patton, co-founder of Corning's ADAPT Employee Resource Group, received the award at the Nextgen Disability Inclusion conference in Las Vegas in July 2018.



The National Gay & Lesbian Chamber of Commerce

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 third annual Best-of-the-Best list of corporations in America committed to diversity and inclusion across all community sectors. The Best-of-the-Best designation honors corporations for their commitment to America’s diverse employees and business owners, which includes LGBTQ, people of color, women, and people with disabilities. The rating is competitive and based on supplier diversity initiatives, employee resource groups, workplace engagement opportunities, and diverse marketplace and community engagements. It is achieved only by corporations constantly striving to strengthen and celebrate diversity. NBIC is a coalition of national diverse business organizations spearheaded by NGLCC and includes Women’s Business Enterprise National Council, U.S. Hispanic Chamber of Commerce, U.S. Pan Asian American Chamber of Commerce, National Black Justice Coalition, U.S. Business Leadership Network and WEConnect International.

UP2 Initiative Recognized by NGLCC

In 2018 Corning’s UP2 Initiative, which acknowledges and seeks to build on the valuable contributions women have made towards the company’s success, made the top five list of business programs for the “Program or Initiative of the Year Award” by NGLCC. “It’s a great honor for the UP2 Initiative to be recognized as a program that helps improve lives and increases opportunities,” said Christy Pambianchi, executive vice president, People & Digital and founder of the program. “UP2 is growing, and our women and Corning are better off because of it.”



Corning representatives attended the NGLCC Gala Dinner in Washington, DC, on April 18, 2018.



Top Employer in China

Corning was named a Top Employer in China by the Top Employers Institute, a global certifier of excellence in employee conditions. The certification is granted to employers that complete a rigorous review process with independent auditing and meet required standards in the criteria of Talent Strategy, Workforce Planning, Learning & Development, Performance Management, Leadership Development, Career & Succession Management, Compensation & Benefits, and Culture. The recognition underlines Corning’s quality working conditions, and highlights the company’s Values that define its relationship with employees.



100 Corning employees attended an event hosted by Li Fang and Angie Yang in Shanghai to celebrate the company’s Top Employer in China award.



Black EOE Journal Best of the Best

Corning was named to this list, which Black EOE Journal compiled by polling hundreds of Fortune 1000 companies for its Best of the Best evaluations. The annual review is an evaluation of the nation’s employers, initiatives and government agencies. It provides non-biased results that are valuable resources for job-seekers, business owners, students, consumers, senior management, business associations, employment agencies, and consumer groups. The lists were compiled from market research, independent research, diversity conference participation, and survey responses.



2017 AT&T Global Supplier Diversity Crystal Award

Presented in 2018, Corning Optical Communications was recognized for its commitment and support of AT&T in its goal to work with companies with minorities, women, and disabled veteran owners in its supply chain. Winners of this award utilized 21.5% or more diverse companies in the products/services they provided to AT&T. Of the many vendors in the AT&T supply chain, Corning is one of only 28 suppliers to receive the award. “We consider this award a great honor, because we strive for diversity in everything we do at Corning,” said Clark S. Kinlin, executive vice president, Corning Optical Communications. “To be recognized by a valued customer such as AT&T is especially gratifying. Diversity strengthens us as a company – and we seek to create supplier networks that thrive on diversity as well.” This is the fifth time that Corning Optical Communications has earned this award.



Food Bank of the Southern Tier Award for Employee Volunteering

Corning was recognized by the Food Bank of the Southern Tier with its Excellence in Community Service Award after Corning employees donated hundreds of hours last year at the Food Bank through their departments or Employee Resource Groups. The Excellence in Community Service Award is presented to a corporate group whose culture encourages and empowers staff members to volunteer. Christy Pambianchi, executive vice president, People and Digital, accepted the award on behalf of the company. She recognized the impact of the Food Bank on the community, and commended employee volunteers for supporting the non-profit’s efforts.



Left to right: Jennifer Harris, volunteer coordinator at the Food Bank, Christy Pambianchi, and Natasha Thompson, president and CEO of the Food Bank



Black Enterprise Honors Monica Bankston, Larry McRae & Lewis Steverson



Monica Bankston

Monica Bankston, talent manager, Global Diversity & Inclusion, joined the ranks of the most influential leaders in her field when Black Enterprise named her a 2018 Top Executive in Corporate Diversity. The prestigious list includes leading professionals “who drive innovation, productivity, and profitability by ensuring a diverse workforce, leadership, corporate governance, and supply chain.” Black Enterprise identified the executives from Fortune 1000 companies and 100 leading global companies with a strong U.S. presence. Their roles focus on diversity and inclusion, and they have implemented policies or strategies related to the participation of African Americans and other ethnic minorities.

Larry McRae and Lewis Steverson, members of Corning’s Management Committee, were recognized in 2018 as two of Black Enterprise’s 300 Most Powerful Executives. Larry and Lewis were selected after a review of more than 1,400

companies comprised of the 1,000 largest public corporations, 100 international companies with a major U.S. presence, all firms listed on the S&P 500, and 250 leading privately held companies. Larry is Corning’s vice chairman and corporate development officer, and Lewis is executive vice president and general counsel.



Left to right: Larry McRae, Earl “Butch” Graves, Jr. (Black Enterprise’s president and CEO), and Lewis Steverson



Black Engineer of the Year Award

Corning’s Eric Biribuze received a 2018 Black Engineer of the Year Award for Professional Achievement, recognizing his 20 years of contributions and accomplishments at Corning, and his life-long commitment to hard work, multiculturalism, and innovation. Currently the business operations director for Glazing in Automotive Glass Solutions, Eric grew up in Burundi and attended college in China on a merit-based STEM scholarship. After joining Corning in 1997 in Hickory, N.C., as an international credit analyst, Eric quickly moved within Corning through multiple roles of increasing responsibility. One of Eric’s biggest contributions at the company was to coordinate the successful launch of the EDGE product solution, enabling Corning to expand its leadership position in the data center market. Eric is an avid supporter of Corning’s Employee Resource Groups. As a founding member of the SBP chapter in Hickory, he was instrumental in the recruitment of people from Africa. He is an active member of the BTN, CCA, and EDGE.



Left to right: Eric Biribuze and Marty Curran



Three Corning Women Recognized by Cablefax

Cablefax named Jeanne Propst, divisional vice president, Product Line Management, Optical Fiber & Cable to the magazine’s Most Powerful Women in Cable “Power List.” Jeanne, who started at Corning as a cable assembly operator in Manufacturing, is currently responsible for the market launch of Corning’s TXF optical fiber. She is also an active mentor and helped found the first Corning Professional Women’s Forum chapter in Europe. In addition to honoring Jeanne, Cablefax placed Monica Bankston, talent manager, Global Diversity & Inclusion, on

its Most Influential Minorities list, and Gabriela Medellin product line manager, Corning Optical Communications, was named among the magazine’s People to Watch list.



Jeanne Propst



Gabriella Medellin



Monica Bankston



Savoy Magazine’s Most Influential Black Lawyers



Lewis Steverson

Executive Vice President and General Counsel Lewis Steverson was named to this prestigious listing which showcases African-American men and women who have been recognized for their legal leadership and expertise in national and global-leading corporations.

S&T Innovation Awards

The Stookey Award recognizes a member of the research organization whose work for Corning, like the award's namesake, the late Dr. Donald Stookey, has led to significant creation and furthered the understanding of a new phenomenon. The Development Excellence Award recognizes an individual for outstanding contributions in product and process development with a consistency of performance over time who is also considered a role model among colleagues within the organization. The 2018 recipients of both awards are profiled below.

Stookey Award

This year, the Stookey Award went to Dr. Stephan Logunov, principal scientist, Characterization Sciences. Stephan is a 21-year veteran of Corning and has made significant contributions in metrology, optical physics, and laser processing that have led to new insights on improving product performance and processes. He is a prolific inventor and writer with 70 U.S. patents, 89 scientific publications, and more than 120 internal and external technical reports. Stephan is responsible for the development of breakthrough optical testing methods for materials and device characterization, including a Rayleigh scattering method for bulk materials and a method to measure Small Angle Scattering (SAS). His exploratory studies have led to substantial contributions on projects for laser processing of glass such as frit sealing for OLEDs, laser bumps formation, finishing of glass surface using laser processing.

concrete understanding to all levels of the organization that enables him to be an engaging and transformative leader. His knowledge of the application space and systems has been instrumental in guiding multiple development teams to provide clear product differentiation and first to market products that have maintained and extended Corning's leadership position in the optical fiber industry. Rock has been named inventor on six U.S. patents and has authored/co-authored five RTR reports as well as 20 Wilmington technical reports, and is instrumental in maintaining his business' understanding of the competitive landscape with regards to attenuation and bend capability. Living the Corning values every day, Rock consistently brings together a diverse group of individuals to deliver on critical D&E and manufacturing initiatives and never hesitates to invest time in the next generation of leaders, offering feedback, transferring knowledge, and providing challenging opportunities to grow the skillset of his team.



Left to right: Dr. Rock Matthews and Dr. Stephan Logunov

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.

The 2018 EDGE Excellence Award was presented to Innovation Director Jeff Ferner because of his ability to bring teams together, to see the value of different backgrounds and experiences, and his willingness to interact the people across all disciplines, backgrounds, and business sectors with the same level of respect and engagement.

The group named Division VP & Director, Global Security Steve Harrold as its 2018 Champion Award winner for 2018, honoring his commitment to hiring, retaining, and supporting the career development of ethnically diverse employees at every Corning site around the world, and for his strong advocacy of ethnic diverse initiatives, as exemplified by his sponsorship of the Corning Global Security Sharing Meeting held in Shanghai, which provided a platform for diverse employees in Asia to exchange ideas and best practices.



Jeff Ferner



Steve Harrold

TCWN Signature Award

Dr. Odessa Petzold, business technology director for Precision Glass Solutions and program director for Through Glass Via (TGV), received the 2017 Signature Award (awarded in 2018) presented by the Technology Community Women's Network to an employee who exemplifies its mission and vision to empower women across the Technology Community. The award recognized Dr. Petzold's dedication to technology delivery for Corning, and for providing opportunities to assist women in advancing their careers as well as promoting and recognizing personal and professional growth.



Font: Odessa Petzold; Back (left to right) Dana Moss, Gary Calabrese, and David Morse

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

The "You Make a Difference" awards were established to by Optical Communications to annually recognize an employee or team who embraces and promotes the advancement of diversity in the workplace and community, enabling a truly inclusive environment in which we work and live. The award is presented in each of four regions: U.S. / Canada, CALA/ Mexico, EMEA, and APAC. Any employee assigned to the COC division, with at least two years of service anywhere around the world, is eligible to be nominated for the "You Make a Difference" award. The winners of the 2018 awards were:

- From the U.S. / Canada: Tracey Horton
- From CALA / Mexico: Huellas (Footprints) Team
- From EMEA: CPWF Strykow Team
- From APAC: Le Yiming



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 blending of blue and gold colors representing the richness of diversity and inclusion.

MTE Diversity Awards

The Manufacturing, Technology & Engineering (MTE) community recognized Ezra Yarnell and Richard Peterson with its 14th 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.

Dr. Richard Peterson, senior project engineer, has coached and mentored individuals with different backgrounds and skills, and has fostered a work environment that allowed others to grow their knowledge base, express personal ideas, and expand beyond their expected role. He has promoted diversity, understanding and cooperation within his working team as well as within Corning Incorporated and the broader community. As an active member of TCWN, Dr. Peterson has participated in the group's Bring Your Child to Work Day for many years, making time to host multiple lab tours and sharing with the children potential technical career opportunities. He has helped plan and run the Black History Month Quiz Bowl, making it an informative and fun event.



Left to right: Richard Peterson and Tom Capek

Ezra Yarnell, manager, Material Process Design & Engineering, is recognized for his understanding of diverse barriers and for his support for individuals in overcoming those barriers. He creates and supports an inclusive environment by building bridges and connections for people, and fostering greater diversity in ideas and approach. Ezra has always expressed his firm belief that there is a role for everyone, and has the ability to recognize, value and support all employees, no matter their level or type of contribution. He has recently taken a role as a member on the ADAPT advisory board.



Left to right: Ezra Yarnell and Tom Capek

Recruiting at Corning – Hiring the Best Diverse Talent

Corning Incorporated recognizes that our employees are our greatest asset. We also recognize that diversity in the workplace maximizes the productivity, creativity, and loyalty of employees while providing a strategic advantage that helps us meet the needs of our customers.

To this end, we ensure our recruitment efforts provide access to a broad pool of talented diverse candidates, improving our chances of hiring the best person for each position. This approach puts people and their skills first, regardless of race, religion, gender, age, sexual preference, or physical ability.

As we pursue this strategy, we don't just focus on filling open positions – we think about the company we want to build. We take a long-term view and consider how each person we hire adds to the overall diversity of approaches and experiences that will help guide our teams through growth and challenges.

In 2018, as we do each year, Corning collaborated with diverse external organizations to attract and hire top talent for our workforce. Highlights included:

National Society of Black Engineers (NSBE): Corning continued its long relationship with NSBE to support and promote the aspirations of collegiate and pre-collegiate students and technical professionals in engineering and technology. Our engagement at the national conference enabled us to speak to many diverse engineers, which resulted in the hiring of nearly two dozen professionals.

Society of Hispanic Engineers (SHPE): We reignited our relationship with SHPE, a organization focused on empowering the Hispanic community to realize its fullest potential and impact the world through STEM awareness, access, support, and professional development. Our participation at the national conference enabled us to speak with more than 150 professionals for potential opportunities at Corning.

Society of Women Engineers (SWE): Our ongoing support of SWE at its national conference resulted in us engaging nearly 300 professionals for future positions at Corning. We are proud to continue our partnership with SWE in support of their mission to stimulate women to achieve full potential in careers as engineers and leaders.

Veterans: 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. Our new job search site features a U.S. Veterans page communicating the value Corning places on recruiting and hiring veterans.

Through the collaborations mentioned above, along with other engagements such as with the MBA Veterans and the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers, Corning is able to attract and hire top diverse talent. We augment these efforts by making sure our openings are available in different venues, offering inclusive job descriptions that eliminate bias, partnering with our Employee Resource Groups to leverage existing relationships, and ensuring diverse Corning representation during interviews.



Recruiting at Corning



CORNING

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