



2015 Global Diversity & Inclusion Annual Report





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

**– Wendell Weeks
Chairman, Chief Executive Officer, and President**



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Map data from PeopleSoft. Location designations are approximate.

Diversity & Inclusion at Corning

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

Overview



A Message from Christy Pambianchi Senior Vice President, Human Resources

Corning's success is dependent upon many factors. Some of the most critical include visionary leadership, sustained investment in R&D, development of disruptive innovations that drive growth and productivity, having the right talent in the right place at the right time, and diversity. While these factors are obvious to most who know Corning's legacy, the role of diversity can be underestimated. As we publish the 2015 Annual Report on Diversity & Inclusion (D&I), it's important to understand the business case for diversity.

We often say that successful global innovation at Corning depends on diversity of thought, experience, background, and the unique traits of individuals working in a collaborative, inclusive culture. And that is true – having a diverse global workforce helps us generate more ideas which yield more innovative solutions to the challenges we face in solving our customers' problems and in bringing new products and technologies to market.

While we have intuitively known that diversity is important, there is now empirical evidence that it is a competitive advantage. In 2015 McKinsey & Company published a report showing companies in the top 25 percent for gender, racial, and ethnic diversity are more likely to have greater financial returns than their peers. Further, the report shows that in the U.S., for every 10 percent increase in diversity on a company's senior executive team, Earnings Before Interest and Tax (EBIT) rose 0.8 percent. That's significant.

Over the past decade, Corning has been working hard to increase diversity in our leadership ranks and we have made good progress. We did this by focusing on three things: hiring to availability, managing promotions, and minimizing attrition. Our efforts have paid off with meaningful increases in diversity on division teams, the Corning Management Group, Corporate Officer positions, and the Management Committee. Going forward, we will continue these efforts to ensure our diverse talent is given every opportunity to be a part of the global leadership team that carries Corning forward in our chosen markets for another 160 years.

The business case for diversity and inclusion is clear. To leverage the competitive advantage diversity brings to Corning, we must continue to attract, develop, and retain diverse talent who can succeed in our open, collaborative culture. And that includes all dimensions of diversity: culture, race, creed, ethnicity, gender, age, sexual orientation, veterans, and those with disabilities. All are welcome to be a part of Corning's global workforce of innovators.

In closing, I encourage you to fully explore this Annual Report to learn about our 2015 accomplishments in Diversity and Inclusion. Corning has much to be proud of. Thank you for your contributions to this great company.

A handwritten signature in black ink that reads "Christy Pambianchi". The signature is fluid and cursive.

Welcome to Corning's 2015 Annual Report on Diversity & Inclusion! I am pleased to share with you this summary of our most recent achievements in Corning's ongoing diversity journey. Key highlights include:

- *Military Hiring*: Recognizing that the best business leaders don't always start their careers in business, Recruiting and Corning Life Sciences conducted a successful pilot program to re-energize our approach to hiring veterans. Participation in the program is expected to expand in 2016. Learn more on page 22 of this report.
- *UP² Conference*: The UP² Initiative hosted its first conference in October. The well attended event featured a number of speakers, most of whom were Corning employees, as well as several video-taped TED talks. Read more about the conference on page 20 of this report. Another UP² event was held in May where selected sessions from the May 28 TEDWomen Conference were rebroadcast for Corning employees. Both events received outstanding feedback.
- *Microinequities Training*: Available to all business groups, this new course is designed to show how microinequities and unconscious bias impact behaviors and decision-making, and ultimately create barriers to inclusion. Through the training, participants learn to develop an awareness of the effects of body language, spoken language, and cultural etiquette on productivity in the

workplace. Eight sessions were held in 2015 and we anticipate the program will grow in 2016.

- *Employee Resource Groups (ERGs)*: From professional development and mentoring to recruiting and community service to advocacy and sponsoring guest speakers, these groups make a tremendous difference in our work culture as they raise awareness about diversity and amplify inclusion. To more accurately reflect the value ERGs bring to Corning, this year we formally changed our terminology, referring to them now as Employee Resource Groups instead of Affinity Groups. Two ERGs, SPECTRA and Society of Black Professionals, are featured in our Spotlight on pages eight and nine respectively, and all groups are profiled beginning on page 10 of this report.

Corning's commitment to diversity and inclusion has never been stronger. We can all be proud that we are part of a company that works so hard to maintain a culture in which every individual is welcome and encouraged to contribute to their fullest potential.

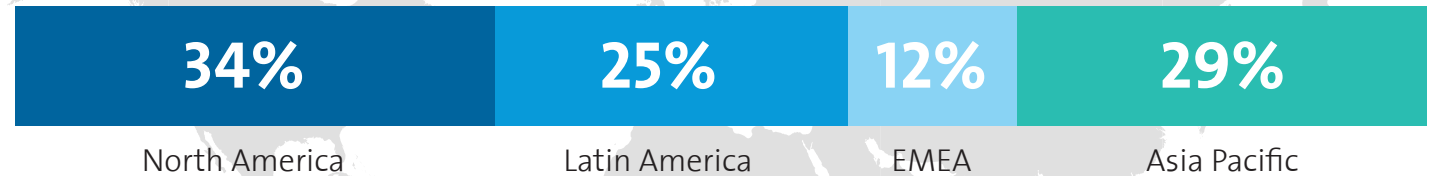


A Message from Monica Bankston Talent Manager, Global Diversity & Inclusion

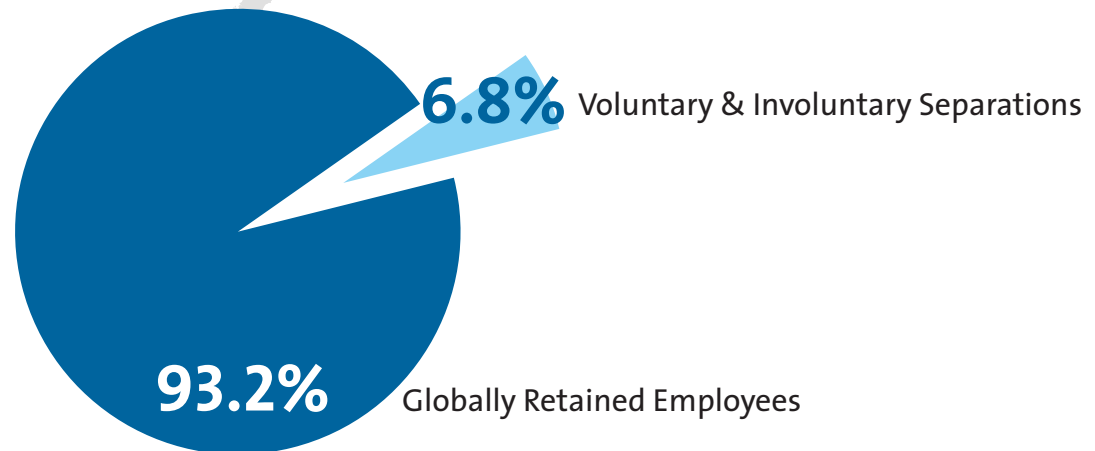
Our Diverse Workforce

2015 Snapshot: What does Corning look like?

Global Distribution of Corning Employees



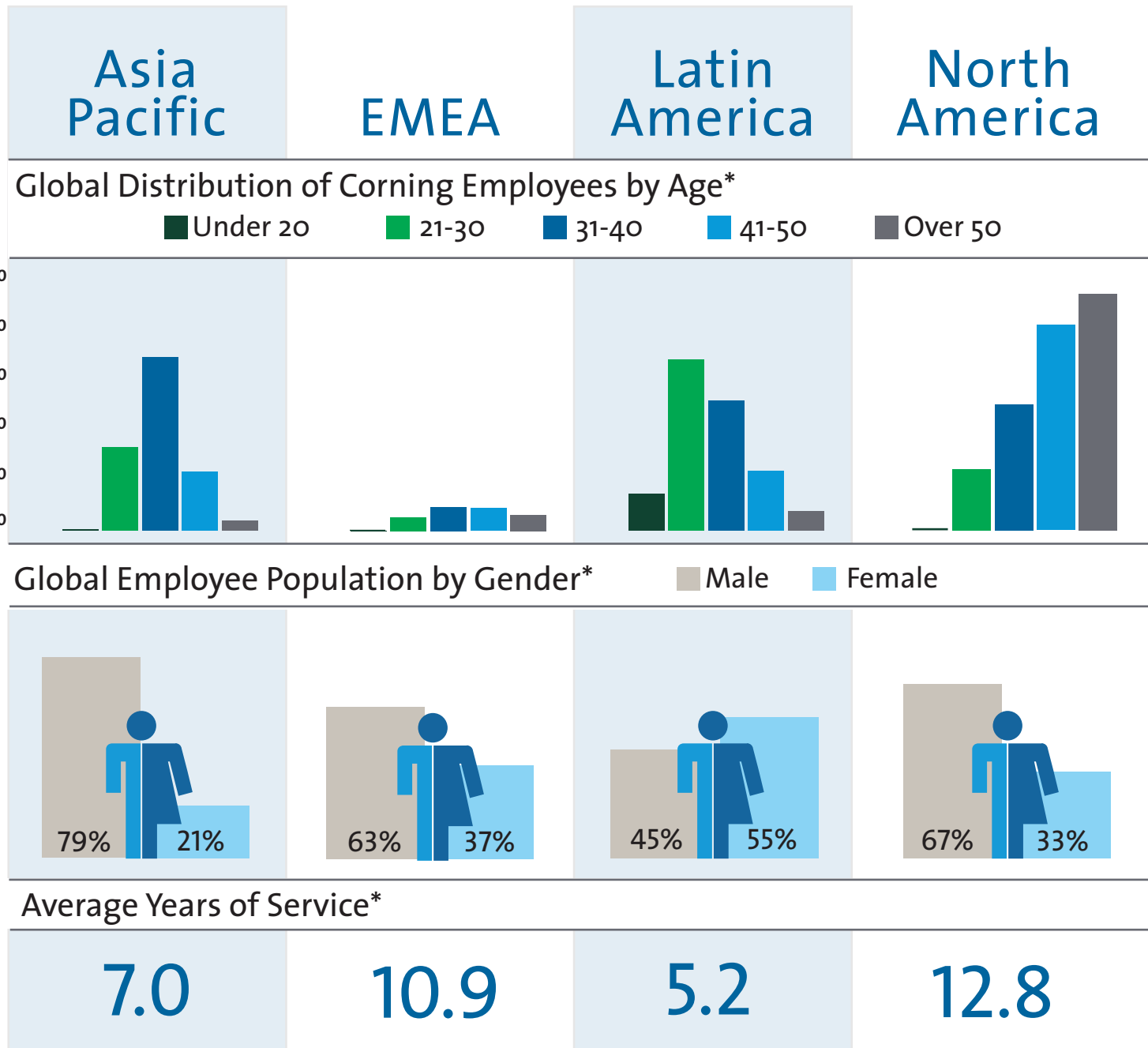
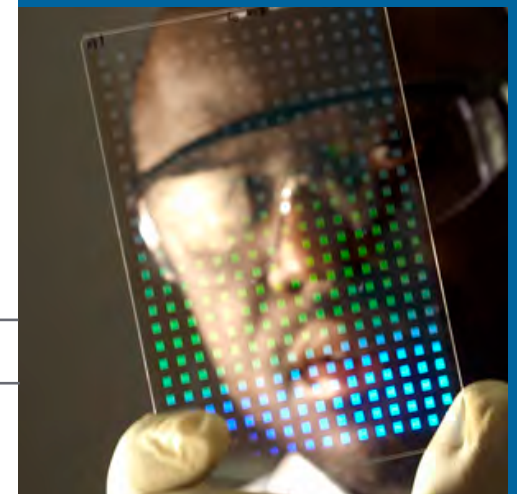
Global Salaried Employee Retention Rate



DID YOU KNOW

Between 2005 and 2015, diversity in Corning's leadership improved by the following measures:

- Division Teams: 24% to 37% diverse.
- Corning Management Group: 23% to 37% diverse.
- Corporate Officers: 8% to 30% diverse.
- Management Committee: 14% to 33% diverse.



* Data does not include Corning Precision Materials



SPECTRA
Educate. Advocate. Celebrate.

A long-standing Employee Resource Group at Corning, SPECTRA advocates for employees as well as for members of the local community who identify as gay, lesbian, bi-sexual, and transgender (GLBT). The group has been a strong presence at the company since 1999, hosting a yearly series of internal and external events that have provided gender diversity awareness to the entire company and the larger community. In 2015, these events aligned with the group's aim to focus on activities that "educate, advocate, and celebrate."

Reaching Out/Educating for Equality

On July 7, SPECTRA hosted an ice cream social featuring Jeanne Gainsburg, education director from the Gay Alliance of the Genesee Valley (GAGV), who spoke on the topic of "Communicating Respectfully with LGBTQ Individuals." The audience of 50 people included a mix of employees and interns, as well as guests from Corning Community College and Planned Parenthood of the Southern Finger Lakes. In her well-received presentation, Gainsburg provided practical examples of accurate and respectful terminology to use when engaging with lesbian, gay, bisexual, and/or transgender people. On October 28, SPECTRA collaborated with the Office of Global Diversity & Inclusion to offer "Inclusion in the Workplace...GLBT Considerations," a free training course open to all Corning employees. This instructor-led, interactive course enlightens attendees about the tolerance scale, offers tips on how to avoid unintentional bias, and provides suggestions on how to become a change agent. This training will be offered again in 2016.

Speaking Out/Advocating for Acceptance

In March, SPECTRA played a key role in encouraging Corning Incorporated to sign an amicus brief that was filed in the U.S. Supreme Court on behalf of 379 employers. It documented the business case for a federal law ensuring all couples share in the right to marry. "Signing the amicus brief was an opportunity for Corning to take a leadership role on an important national issue," said Linda Jolly, Corning's vice president and corporate secretary, Securities and Governance, and a SPECTRA member. "The company's support on this issue is a great example of Corning living its Values."



Linda Jolly presents a bound copy of the amicus brief to Christy Pambianchi.
L-R: Linda Jolly, Lewis Steverson, Christy Pambianchi

Stepping Out/Celebrating Community

In October, SPECTRA continued its twelve-year tradition in sponsoring an annual free evening of entertainment that is open to the public. By reaching out to the larger community with this event, SPECTRA furthers its mission to support an environment that welcomes diversity, particularly that of sexual orientation, gender identity, and family life. Rising comedy talent Ian Harvie was the featured entertainer and a number of community groups benefited from fundraising raffles held in conjunction with the event.

SPECTRA will continue its important work in 2016. For more information, contact SPECTRA@corning.com.



The Society of Black Professionals' (SBP) mission is to grow Corning by supporting the recruitment, retention, and professional development of Black employees. As Corning's first Employee Resource Group (ERG), SBP's commitment to that mission has never been stronger. The group continues to build on its storied legacy as an effective instrument for change by setting the standard for how ERGs can add value to the corporation.

At its annual convention in September, SBP reflected on 35 years of achievement while also looking ahead to future opportunities and partnerships. In a convention keynote speech, Clark Kinlin, executive vice president, Corning Optical Communications, reaffirmed the importance of SBP to Corning. "The Society of Black Professionals and diversity are deeply important to Corning," Clark said. "SBP's founding mission to advance its members is still very relevant today."

SBP was established in 1980 by 11 employees in various middle management roles across the company. The group initially focused on systemic issues that helped shape Corning's diversity and inclusion initiatives. As the organization matured and the corporation embraced diversity as an important priority, SBP shifted its focus to areas like recruiting and professional development. Today, SBP's efforts in these areas are widely recognized as critical to the organization's continued success.

Recruiting

Working in partnership with HR, SBP actively utilizes the extensive professional networks of its members to help recruit high-potential talent for Corning. In a recent example, the company's IT function reached out to SBP to assist in identifying diverse summer intern candidates. Several members responded by contacting their alumni universities and sharing a description of the characteristics that would make an ideal intern candidate for Corning. As a result, three interns were hired and one accepted a full-time employment offer shortly after completing the internship. "Our involvement in the recruiting process is a win-win for all concerned," said Marisa Bazemore, president of SBP's Corning Valley chapter. "The IT function will benefit from having another exceptional, diverse employee join the Corning family, HR will move one step closer to achieving their diversity and inclusion goals, and SBP will once again live out an important aspect of its mission."

Coaching Program

Delivering consistent, outstanding job performance in alignment with company Values is essential for success at Corning. Likewise, establishing meaningful connections at work enables professional growth and career advancement. SBP's coaching program acknowledges the importance of these principles by bringing Black employees together with coaches who can help them develop the necessary skills to succeed. The program begins each year by asking participants to identify key professional development areas of focus. Based on these inputs, SBP leaders connect each participant with a Corning manager to initiate a coaching relationship. Participation in this signature program has increased each year since its inception almost five years ago. "The coaching program is one of our most important initiatives," says Bazemore. "We've received great feedback indicating that our coaches are helping participants strengthen core competencies, build professional relationships and maximize their contribution to Corning. It's another win-win."

Looking ahead, SBP will continue to evolve and align with Corning's diversity and inclusion goals, with an increased focus on sharing key learnings that encourage other ERGs to implement "win-win" programs that deliver value to Corning.

Diversity Network

Driving Solutions & Sustaining an Inclusive Environment

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

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

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



Employee Resource Groups

More than 3,000 Corning employees belong to Employee Resource Groups.

Raising Awareness, Building Cultural Understanding & Preparing Future Leaders

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

Through their efforts, Employee Resource Groups contribute to Corning's success by fostering a diverse and inclusive environment. They do this by raising awareness around important issues that often stimulate the company to respond with new policies, services, and professional development opportunities. Also, these groups draw employees into cultural activities, thereby increasing cultural understanding among colleagues that enhances working relationships. Employee Resource Groups provide additional benefits to Corning, such as enabling the sharing of ideas and helping Corning attract and retain diverse talent.

Every Employee Resource Group is open to all Corning employees.

Employee Resource Group Highlights from 2015

This year, Corning's 16 Employee Resource Groups 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.

DID YOU KNOW

Corning Professional Women's Forum (CPWF) has a total of 13 national and international locations, making it the most global of all the ERGs. In our new chapter in Clayton, Australia, women of eight different nationalities make up 24 percent of the workforce.



ADAPT (Corning's Able and Disabled Partnering Together) now has two EMEA locations in addition to the Corning Valley chapter, one in Strykow, Poland, and one in Berlin, Germany.

ADAPT

(Corning's Abled and Disabled Partnering Together)

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

2015 Highlights: ADAPT focused all programming on the theme "Autoimmune Diseases – from Life Disruption to Disability."

ADAPT Corning received the Disability Matters Steps to Success Award in recognition of the work done in forming this Employee Resource Group. They also led the Global Disability Employment Awareness Month activities, which featured keynote speaker Nadine Vogel, CEO of Springboard Consulting.

ADAPT Berlin collected funds for a local organization (Lebensmut) that helps children and young adults with disabilities, and organized and offered events for Disability Employment Awareness Month.

ADAPT Poland also organized and offered events for Disability Employment Awareness Month.

BGC

(Black Growth Council)

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

2015 Highlights: BGC planned and successfully executed Black History Month celebrations. The group attended the spring and fall conferences for the National Society of Black Engineers (NSBE) and participated in eight campus recruiting events. BGC also partnered with Corning HR and Talent Acquisition to identify candidates for internship opportunities.

BTN

(Black Technology Network)

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

2015 Highlights: BTN introduced the Research Triads technical forum, collaborated with other ERGS for Black History Month activities, and co-sponsored resume reviews.

CCA

(Corning Chinese Association)

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

2015 Highlights: CCA hosted Chinese New Year celebrations at Sullivan Park and in the local community. They co-sponsored workshops with Career Development featuring presentations by HR professionals, and hosted presentations with Corning Greater China leadership. CCA also held cultural events including Mother's Day and Moon Festival celebrations, and participated in the Dragon Boat Race in Ithaca, NY.

CPN (Corning Professional Network)

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

2015 Highlights: CPN hosted its annual Wine Tour. The group organized networking and social activities including a hiking event at Letchworth State Park, and they launched the “Fitness” newsletter.

CPN Hickory organized social and networking events including a Knights game and white water rafting. They organized volunteer opportunities such as soup kitchen support and Safe Harbor Rescue. The group also offered Culture/FIT for interview and negotiation skills workshops.

CPWF (Corning Professional Women’s Forum)

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

2015 Highlights: The group hosted “Take Your Child to Work Day” and launched new chapters in Lakeside, United Kingdom; Tewkesbury, MA; Treyburn, NC, and Clayton, Australia.

CPWF Australia attended the Women in Multinational Forum by the CEO forum group.

CPWF Denmark, Germany, Israel, Mexico, and Turkey organized and offered events for Disability Employment Awareness Month.

CPWF Hickory hosted on-going New Horizons events and presentations, focused on campus recruiting and participated in summer intern events.

CPWF Reynosa organized its annual Walk/Run fundraiser.

CPWF Wilmington sponsored welcome lunches for new female salaried employees, hosted a book club with reading selections focused on professional development, and held the “Take Your Child to Work Day” event.

C-VETS (Corning Veterans Engaged to Support)

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

2015 Highlights: C-VETS attended Fort Drum’s Soldier for Life Transition Center’s military job fair, launched its first chapter in Blacksburg, VA, and improved veteran identification in PeopleSoft HR by 21 percent.

EDGE

(Ethnically Diverse Group of Employees)

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

2015 Highlights: EDGE provided training opportunities for members on topics such as technical writing, influencing, negotiating skills, and professional development. They led the Passport to the World (mega picnic) collaborative ERG event. They also conducted a survey to identify member needs and developed a long-term strategy.

EDGE Concord held its annual Passport to the World event with booths, food, and a guest speaker. The group hosted an international coffee tasting for its culture month and collaborated with the 24/7 team for volunteer opportunities with Habitat for Humanity, Relay for Life, and Toys for Tots.

EDGE Wilmington hosted four development workshops and the "Take Your Child to Work Day" event. They also offered an ERG and staff networking event.

GLASS

(Global Latino Advancement and Success Society)

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

2015 Highlights: GLASS participated in a workshop to develop the groups' organizational alignment and strategic initiatives and reached 100 followers on the Blue Line. The group also hosted its Annual GLASS Event featuring guest speaker Julissa Arce, former banker, activist, and business woman.

MT&E ALG

(MT&E Asian and Latin Group)

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

2015 Highlights: MT&E ALG co-sponsored career development workshops with HR speakers. They also participated in the Dragon Boat Race with CCA in Ithaca, NY.

NAC

(Native American Council)

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

2015 Highlights: NAC created and hosted the Falling Leaves Festival, an interactive Pow Wow for employees and the community with nearly 2,000 attendees. They attended the RIT Native American Outreach event as a part of NAC's recruiting strategy. They also participated in a regional AISES science fair to judge the submissions. This work encourages younger Native American students to pursue careers in the STEM fields.

SBP (Society of Black Professionals)

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

2015 Highlights: SBP celebrated its 35th anniversary at the group's annual convention. They collaborated with other ERGs for Black History Month activities and several joint professional development sessions.

SBP Hickory collaborated with the Hickory YMCA Black Achievers Program to provide a series of interview preparation modules for their middle and high school students. They sponsored a community event called "Hattitude" to create buzz around the musical "Crowns." The event closed with a reception at the Hickory Museum of Art, which included a display of ladies' church hats.

SBP Wilmington attended the SBP Convention in Corning, NY, provided support for the STEM Outreach program, and participated in the Middle School Leadership Forum.

SPECTRA (Gay, Lesbian, Bisexual, Transgender ERG)

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

2015 Highlights: SPECTRA supported the amicus brief filed with the Supreme Court for Marriage Equality. For the first time in its history, the group teamed with Corning Recruiting to sponsor two GLBT-focused hiring events, both of which were held at Cornell University in November. The group participated in training sessions, including "Building a GLBT Friendly Workplace" in Wilmington, NC, and "Inclusion in the Workplace: GLBT Considerations." SPECTRA also hosted its annual "Stepping Out/Celebrating Community" Community Event with comedian Ian Harvie in October.

STICA (Southern Tier Indian Cultural Association)

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

2015 Highlights: STICA hosted Diwali celebrations internally and in the community. They created the STICA Diversity Excellence Award; Charlie Craig was the first recipient. The group completed an immigration survey for better understanding of the process.

TCWN (Technology Community Women's Network)

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

2015 Highlights: TCWN hosted the "Take Your Child to Work Day" event at Sullivan Park and supported breast cancer awareness.

Awards and Recognition

External Awards

Throughout its history, Corning has received numerous awards from around the world. We have been recognized for a variety of reasons, ranging from corporate citizenship, to product and process innovation, to simply being a great place to work. We are proud of our accolades, including those related to diversity and inclusion. The following 2015 awards are particularly noteworthy.

The Human Rights Campaign

The Human Rights Campaign Foundation's Corporate Equality Index is the national benchmarking tool on corporate policies and practices pertinent to lesbian, gay, bisexual, and transgender employees. Corning received a 100 score for the eleventh consecutive year along with the distinction of "Best Places to Work for LGBT Equality."



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

For the 13th consecutive year, Corning was recognized by U.S. *Black Engineer & Information Technology* (USBE & IT) magazine for its commitment to supporting the 14 accredited HBCUs and ensuring a strong, diverse pipeline of STEM talent.



Women of Color STEM Recognition

The Women of Color awards are presented by the Career Communications Group to recognize outstanding minority women in the science, technology, engineering, and math (STEM) fields. Dr. Wageesha Senaratne, research associate, Thin Films & Surfaces, received the Outstanding Technical Contribution Award in the Industry Category. Anna Hoover, scientist, Reliability, Corning Glass Technologies Glass Development, received the Technology All-Star Award, given to women who have an accomplished track record of excellence in the workplace and the community. Dr. Manuela Ocampo, research associate, Organic Technologies, and Millicent Owusu, senior process engineer, MT&E, both received the Technology Rising Star Awards as recognition for how these two women are helping to shape the future of technology.



UC Santa Barbara Engineering

Dr. Waguih Ishak,
division vice president
& director, Corning



West Technology Center, received the 2015 University of California Santa Barbara College of Engineering Exemplary Service Award. The award recognizes colleagues, faculty, and friends of the college community who have demonstrated exceptional service and leadership to the College of Engineering through direct and meaningful involvement. The award committee unanimously selected Waguih for this honor, praising him for his passionate support of the college and particularly the Electrical and Computer Engineering Department.



Disability Matters North America & Europe

Springboard Consulting, LLC honors the best of the best when it



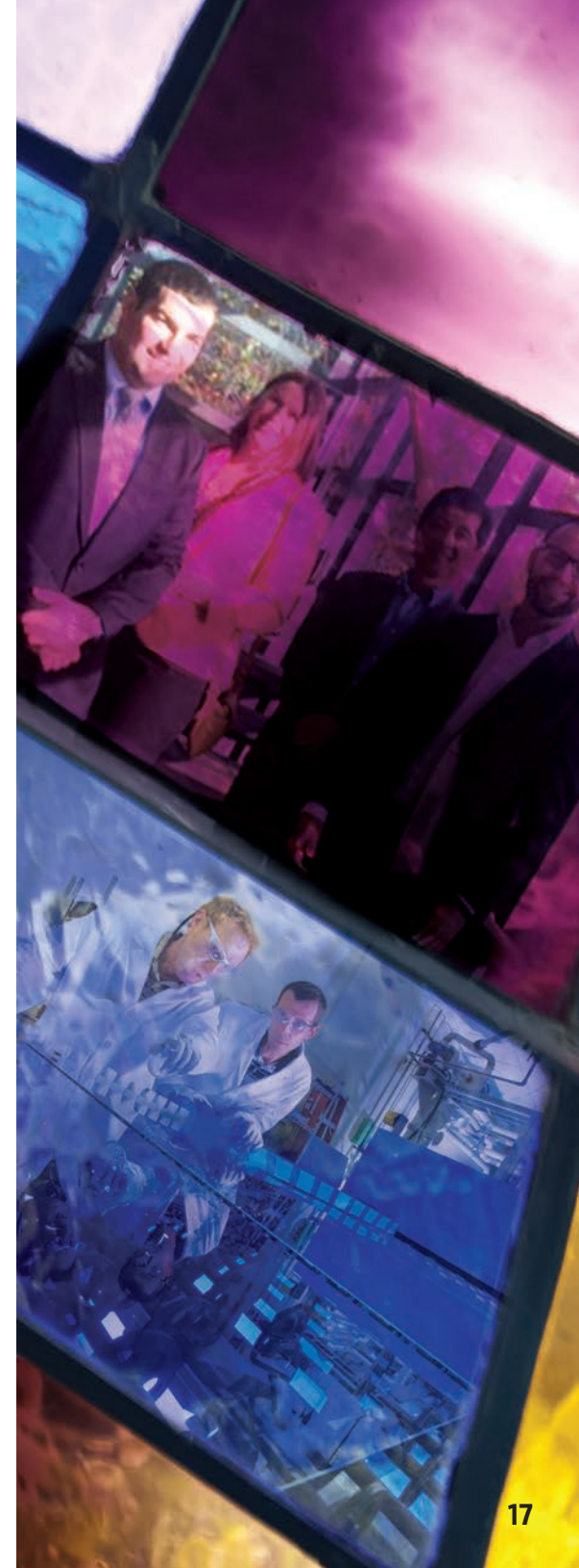
comes to the commitment required and actions necessary to successfully mainstream disability in the workforce, workplace, and marketplace. At its annual Disability Matters Conference in April 2015, Corning Incorporated was one of two recipients of the “Steps to Success” Award. Additionally, Rita Shauger, administrative assistant, Global Diversity & Inclusion, was one of eight individuals in the nation honored as a Disability Champion for her tireless efforts to champion disability in the workplace. ADAPT was also recognized in the Workplace Category at the Disability Matters European Conference in June for the work they are doing in EMEA.



Dr. Melissann Ashton Patton and Rita Shauger



Disability Matters Award Recipients: Aleksandra (ola) Karpinska and Isabel Boxall - representing ADAPT in Berlin and Germany



Awards and Recognition

Internal Awards

EDGE Awards

EDGE handed out its top awards on December 8 to Jim Merriken from Optical Communications in Reynosa, Mexico, and Anis Fadul from the Emerging Innovations Group at Sullivan Park. Jim, a manager in the Optical Connectivity Solutions division, won the EDGE Excellence Award that goes to an individual who leads by example in supporting Corning's cultural diversity in a multitude of ways, including coaching and mentoring employees, facilitating professional development, and employing diversity to improve business performance. Anis, director of Marketing and Strategic Planning for Emerging Innovations Group, won the EDGE Champion Award for building and developing an ethnically

diverse workforce and creating an environment where cultural diversity contributes to Corning's success.



GLASS Latino Leadership Award

Sinue Gomez and Anis Fadul received the 2015 Latino Leadership Award, which highlights the contributions of Latino employees who display leadership traits at Corning. They were recognized by Joaquin Cuevas Gongora, Martha Gonzalez Cantu, Margot Romer, and George Perezdiaz at the GLASS annual event in November.



DID YOU KNOW

S&T Outstanding Publication Award

Matthew Dejneka, Indrajit Dutta, and Charlene Smith were the recipients of S&T's 2014 Outstanding External Publication Award (OEPA), which was awarded in 2015. The team's paper was titled "Chemically Strengthened Low Crystallinity Black Glass-Ceramics with High Liquidus Viscosities" and was published in the *International Journal of Applied Glass Science* in 2014. Randy Youngman, senior research associate and OEPA committee chair, presented this year's award and stated that the winning paper, among 74 submissions, is "representative of the finest scientific work we do at Corning and proof that we are leaders in science and technology."



STICA Diversity Excellence Award



In 2015, STICA initiated a focused effort towards improving employee professional growth and talent retention. This new direction for the group was fully supported by

Monica Bankston, talent manager for Global Diversity & Inclusion, and Badrinarayan Madapusi, STICA's executive sponsor. As part of this effort and to create role models for diversity and inclusion, STICA created a new Diversity Excellence Award to recognize Corning leaders who demonstrate leadership in these areas. Each year, STICA members will nominate employees for the award based on the established criteria. The STICA award committee will review the nominations and make the final selection. The first STICA Diversity Excellence Award was presented

this year to Charlie Craig, senior vice president, Science & Technology. Charlie has been a true role model for advancing diversity in the technology community throughout his career.



The Native American Council (NAC) partnered with the Rockwell Museum and the ARTS Council of the Southern Finger Lakes to hold a Falling Leaves Festival at Watson Homestead attended by nearly 2,000 people. The two-day festival featured performances led by Bill Crouse, Faith Keeper of the Cold Springs Longhouse of the Seneca Nation, dancing by the Allegheny River Indian Dancers, and a show by the Old Bridge Singers drum group. Entertainment also included a performance by Joseph FireCrow, a Grammy-nominated Native American flute player.

The UP² Women Conference 2015

Inspiration



“It is up to us!” is the charge Christy Pambianchi, senior vice president of Human Resources, has issued to the women of the Corporate Management Group when she calls upon them to help develop the next generation of women leaders at Corning. This charge is the basis of the UP² Initiative, founded in 2013, and which continues to focus on fostering mentoring relationships between women. This year, UP² hosted its first conference as a way to bring women together to learn from and motivate each other to take action around whatever inspires them most.

In keeping with that goal, the conference theme was “Inspiration.” The agenda featured a dynamic mix of curated TED talks and live speakers – many of whom were Corning women who shared moving personal stories. The conference, which was attended by 258 people, was emceed by Monica Bankston, talent manager, Diversity & Inclusion. Christy gave the keynote address in which she talked about her lifelong interest in politics and how she is particularly inspired by women in politics. She shared recent research on the outstanding effectiveness of women in government.

Other Corning speakers included:

- Merrion Edwards, director, Market and Technology Development, Corning Optical Fiber and Cable, who discussed the importance of having a growth mindset instead of a fixed one, and how mentors can help with that learning.
- In her discussion, called “You Can Alter the Universe,” Maryanne DeChambeau, division strategy/global brand manager, Corning Life Sciences, shared the “five Fs” of problem solving: Find a problem to solve, Feel around for a solution, Flesh out your idea, Float your idea, and Focus on the stakeholders.
- Neda O’Reilly, project specialist, Programs Process Intelligence, Global Supply Management, discussed the concept of Power Jewelry and how she incorporates pieces into her daily outfits. She advised the audience to choose colors that provide meaning and inspiration.
- Kristine Dale, director, IT Performance Excellence, Controls and Communications, spoke of “Choosing Kind.” She shared the story of her son, Jeremy, who was born with a facial difference and other disabilities, which exposed her to a world she hadn’t seen before his birth. She talked about what it means to “choose kind” and to be accepting of people who are different.
- Laura Bissmeyer, Global Supply Management, spoke passionately on

“Working to Elevate Women and Girls in the Developing World.” She told the story of Sara from Central Africa who married at age six, and began having children at 13. When her husband died, Sara’s in-laws led her to prostitution. Ultimately she escaped and with the help of others, created a new life for herself and her children. Laura spent five years working in Central Africa before beginning her career with Corning. She challenged others to make a difference.

- Kim Frock, administrative head of school and board treasurer for the Alternative School for Math and Science (ASMS) in Corning, and former deputy treasurer and director of Financial Consulting at Corning, spoke on “The Life-Changing Impact of Adolescent Education” and the importance of getting children, particularly young girls, on a STEM career path. She explained that women are underrepresented in leadership, and too few pursue STEM careers. She urged the audience to volunteer, mentor, and coach girls as they need intellectually capable, strong female role models in their lives.

The conference was videotaped and made available on the UP² Intranet site so that women in all of Corning’s global locations could watch the presentations and be inspired.





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 2015, our Recruiting team collaborated with Corning Life Sciences (CLS) to re-energize the company's approach to military hiring with a pilot project. The CLS "Stars and Stripes" program began following news that the unemployment rate for recently returning veterans was higher than that of the general population. "This shocking news caused us to quickly turn our focus to make a difference in this area," said Michael Shields, division human resources manager. "Our objective in the Stars and Stripes project was to diversify and strengthen talent pools throughout all payrolls in the Life Sciences division."

The program was successful in meeting that objective. In 2015, the division set and met a target to have 10 percent of its U.S. hires be from the military. Veterans were recruited through employment websites and by building relationships with local veteran agencies and participating in related job fairs.

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 with the Stars and Stripes program, we have broadened that focus to include veterans from every level. We are excited about the progress CLS has made in improving Corning's visibility within veteran candidate pools and are encouraging other business units to do the same because it's a win-win for everyone. Corning gets exceptional employees while helping U.S. servicemen and servicewoman re-enter the workforce."

Stout indicates that additions to the program for 2016 will include training for human resource managers and recruiting personnel on effective techniques for hiring veterans. A new tool kit is being developed that they will be able to use to engage with helpful resources. In a related measure, a new veteran hiring page will be launched on the Careers webpage on Corning's external site in 2016 in an effort to attract these candidates to our company.

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, and the Stars and Stripes program is helping us do just that.





Diversity & Inclusion and Our Values

Diversity and Inclusion are intrinsic to all seven Values, especially The Individual. Only when each of us feels trusted, respected, and engaged can we fully contribute to the company's success. Accordingly, we value the unique ability of each individual to contribute, and we intend that every employee shall have the opportunity to participate fully, to grow professionally, and to develop to his or her highest potential. We know that in the end the commitment and contribution of all our employees will determine our success.

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.

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



CORNING

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