

2021 LATINO BOARD MONITOR

**TRACKING US PUBLIC COMPANY
BOARD PERFORMANCE**



EXECUTIVE SUMMARY

Why These Findings Matter

The lack of US Latino representation on US corporate boards has long been a significant challenge. For years, Latinos have been systematically excluded and bypassed for a seat at the table. Latino Corporate Directors Association (LCDA), a membership-based organization of US Latinos at the highest level of corporate leadership, was formed to increase US Latino representation on corporate boards by increasing visibility of Latinos primed for the boardroom.

The findings in this report are striking and unacceptable in 21st Century America.

Summary data from the last decade provided in this report allows us to conclude:

- By any measure, Latinos are the least represented on corporate boards, yet are the second largest population group, totaling 62.1 million Americans and contributing \$9B to the economy year-over-year.
- Latinos have the widest representation gap to close.
- With a 3% population growth compared to only a 1% increase in board composition, Latinos have lost ground.
- Latinos historically have been least represented with 1% of board seats on the Fortune 500; the least number of seats of any gender or ethnic group.

LCDA's work has resulted in measurable impact in 2021. This report presents up-to-date research that demonstrates:

- Latinos have experienced a four-fold increase in public board appointments in the first six months of 2021, compared to the same period in 2020.
- Ten years ago, 87% of Fortune 1000 companies lacked US Latino directors. Today, approximately 69% lack a Latino on the board.
- Today, 47% of Fortune 100 companies still lack a US Latino on the board of directors.

The annual LCDA Latino Board Monitor measures and raises awareness of Latino inclusion on public company boards. The closing feature of the report identifies Fortune 1000 companies with and without US Latino representation on their board of directors. Every year, companies that added Latino directors will be showcased, and the full company listing will be released in conjunction with the L'ATTITUDE business leaders conference.

LCDA is committed to advancing change, being a catalyst for Latino representation on corporate boards, and uplifting a new wave of Latino executive talent.

The data reflected in this report is as of June 30, 2021 unless otherwise noted.



Roel Campos

LCDA Chair and Former US Securities & Exchange Commission Board of Director, Regional Management

“A COMMITMENT TO DIVERSITY AND INCLUSION IS INCOMPLETE WITHOUT LATINOS WHO ARE TWO IN TEN AMERICANS AND CONTROL FOR OVER \$1.85T OF THE US PURCHASING POWER. INVESTORS UNDERSTAND THE BUSINESS VALUE AND WANT CORPORATE BOARDS TO BETTER REFLECT THEIR CUSTOMERS, EMPLOYEES, AND COMMUNITY BASE.”

Board Diversity on the Fortune 1000

In 2020, LCDA introduced the Latino Board Tracker, a publicly available research tool that tracks the number of Latina/os on Fortune 1000 company boards. The Latino Board Tracker is an important research platform providing companies and boards a way to compare their inclusion performance to peer companies. This report was generated from information available on the Latino Board Tracker (www.latinoboardtracker.org).

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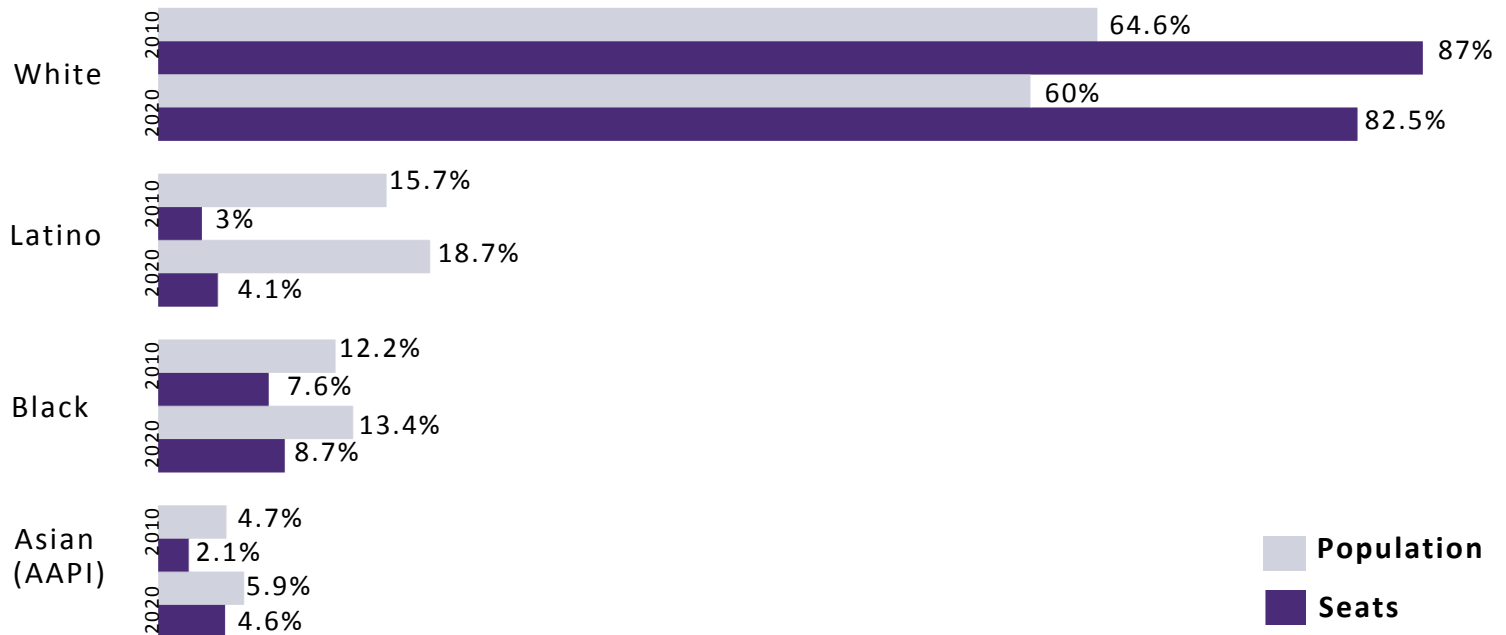
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The Stark Reality

LATINO REPRESENTATION OVER THE LAST DECADE

By any measure, Latinos are vastly underrepresented on corporate boards, and have the widest gap between representation and population, as shown in the graph below.

Race/Ethnicity Representation on Fortune 500 Boards from 2010 to 2020



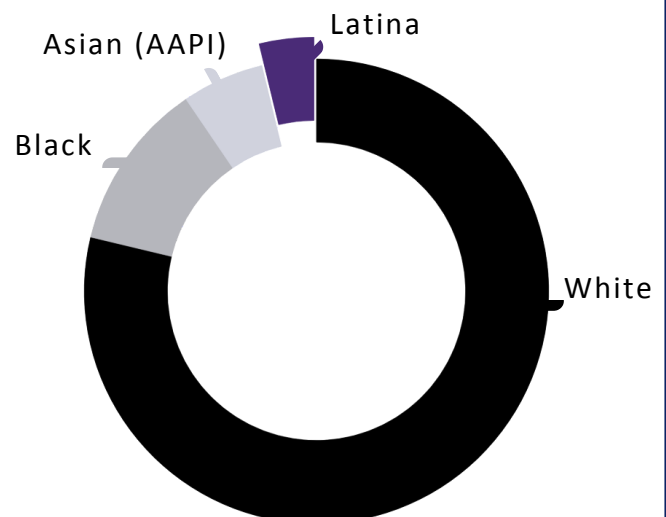
Source: Alliance for Board Diversity (ABD) and Deloitte, Data as of June 30, 2020.

- **Latinos are least represented compared to any other population cohort.** In 2020 Latinos held 4.1% of Fortune 500 board seats compared to 82.5% White, 8.7% Black, and 4.6% Asian (AAPI).
- **Latinos have the widest gap compared to population size.** US Latinos are 18.7% of the US population and 4.1% of Fortune 500 board representation in 2020. The Latino representation gap is 14.6 percentage points, compared to 4.7 percentage points for Black, and 1.3 for Asian. White are overrepresented by 22.5 percentage points.

Latinos lost ground in the last decade.

- While the US Latino population grew by 3% in the last decade, Fortune 500 Latino representation increased by a shockingly low 1%.
- This represents a dismal and unacceptable annual increase of 0.001.

Latinas hold the smallest number of board seats, compared to any gender, racial, or ethnic group. Within the female demographic, Latinas hold only 1% or 59 board seats, compared to 1,226 White, 183 Black, and 89 Asian women.



2021 STATE OF LATINO REPRESENTATION

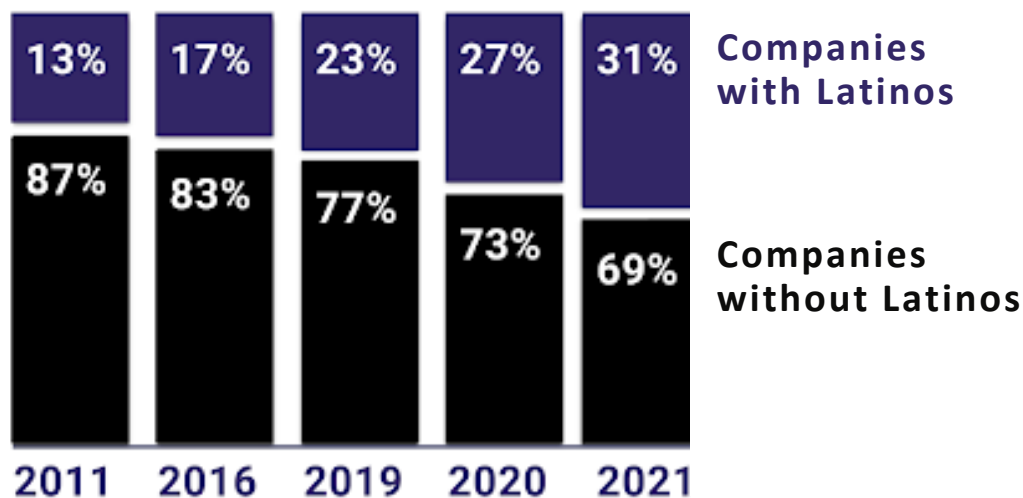
As key consumers, employees, and community members, Latinos will play a pivotal role in corporate America and business leaders' plans for sustainable business growth. Despite the diversity business imperative and pressure from institutional investors, Latino representation has historically been lacking in the largest US company boardrooms.

Through LCDA's efforts, Latino representation has seen measurable impact in 2021.

LCDA's research was featured in the Bloomberg article, "US Firms Quadruple Latino Board Hires in Slow Diversity Push," which reported a four-fold increase in public board appointments in the first six months of 2021, compared to the same period in 2020.

Still, for decades, Latinos have been left out of the boardroom. It is only recently this has begun to change.

US Latino Representation on Fortune 1000 from 2011 to 2021



Source: Diversified Search and Latino Corporate Directors Association

- 69% of 2021 Fortune 1000 companies lack a Latino on their board of directors, compared to 87% a decade ago.
- From 2011 to 2019, Latino representation progressed slowly with a 10% increase spanning over 8 years.
- Most of the progress occurred in the last two years where representation has increased by 8% from 2019 to 2021, a 3 time increase in yearly progress made over the previous 8 years.

Movement in the Fortune 1000 shows a measure of progress, *however, even at this rate, it will take decades to reach parity*. Not taking into consideration director resignations and departures, it will take more than 8 years to reach 10% of directorships on Fortune 1000.*

*This analysis is based on US Latinos 3.2% representation of F1000 board seats in 2020 as reported in KPMG and LCDA's 2020 Latino Representation on Fortune 1000 Boards report.

US LATINO REPRESENTATION FORTUNE 100

LCDA's research indicates 53 of Fortune 100 companies benefit from the US Latino perspective on their boards but the 47 who do not risk missing out on the booming Latino market share, growing 70% faster than the US general population.

To search these companies and the full Fortune 1000 company listing, visit LCDA's Latino Board Tracker at www.latinoboardtracker.org.

Fortune 100 Companies with US Latinos as of the release of this report, September 22, 2021

Walmart
Apple Inc.
CVS Health
McKesson
AT&T
Walgreens Boots Alliance
Home Depot
Verizon
Ford Motor
General Motors
Anthem
Centene
Fannie Mae
Comcast
Chevron
Bank of America Corp.
Target
Lowe's
Wells Fargo
State Farm Insurance Cos.
Procter & Gamble
PepsiCo
MetLife
Freddie Mac
Walt Disney
Archer Daniels Midland
Valero Energy
Prudential Financial
HP
Morgan Stanley
Charter Communications
Best Buy
New York Life Insurance
AbbVie
Liberty Mutual Insurance Group
Tyson Foods
Bristol-Myers Squibb
Nationwide
Pfizer
TIAA
Dow
American Express
General Dynamics
Northrop Grumman
USAA
Abbott Laboratories
Northwestern Mutual
Dollar General
Exelon
Coca-Cola
Honeywell International
TJX
Tesla

Sorted from highest Fortune 100 rank to least.

Fortune 100 Companies without US Latinos as of the release of this report, September 22, 2021

Amazon
UnitedHealth Group
Berkshire Hathaway
AmeriSourceBergen
Alphabet Inc.
Exxon Mobil
Costco
Cigna
Cardinal Health
Microsoft
Kroger
JPMorgan Chase
Dell Technologies
Marathon Petroleum
Citigroup
Facebook
UPS
Johnson & Johnson
General Electric
Intel
Humana
IBM
FedEx
Phillips 66
Lockheed Martin
Albertsons Cos.
Boeing
Raytheon Technologies
StoneX Group
Goldman Sachs Group
Sysco
HCA Healthcare
Cisco Systems
Merck
Publix Super Markets
Allstate
AIG
Progressive
Caterpillar
Oracle
Energy Transfer Equity
Nike
Deere
Thermo Fisher Scientific
3M
Travelers Cos.
Capital One Financial

Sorted from highest Fortune 100 rank to least.

LATINOS ARE DRIVING BUSINESS GROWTH IN AMERICA

As the nation's largest ethnic group, Latinos accounted for 51.1% of the country's demographic growth over the last decade, with the total population growing to 62.1 million, almost 20% of the US population, according to newly released data in the 2020 census.

These numbers reflect a massive and growing Latino market, with the Latino GDP growing 72% faster than non-Latino GDP from 2010-2018. At a time when diversity is recognized as a business imperative, companies would be wise to tap qualified Latinos for their boardrooms.

Companies that do not capitalize on the value of a Latino perspective in their boardroom are missing out on market share.

18.7%

The total Latino population in the US.

28%

US Latinos contribution to US GDP.

23%

The percentage Latino population grew from 2010 (50.5 million) to 2020 (62.1 million).

62 Million

US Latinos constitute the 2nd largest demographic in the US.

7th

If US Latinos were an independent country, they would account for the seventh largest GDP in the world – larger than the GDPs of Italy, Brazil or Canada.

1+ Million

The growth of the US Latino population each year.

70%

Latino purchasing power is growing 70% faster than Non-Hispanic.

Source: Latino Donor Collaborative (LDC) Latinos Facts Poster and U.S. Census Bureau



Sol Trujillo

Chairman, Trujillo Group Investments
Co-Founder, L'ATTITUDE and Latino Donor Collaborative
Board of Director, Western Union and Cano Health

"IN A COUNTRY WHERE THE US LATINO GDP IS \$2.7T AND ACCOUNTING FOR 28% OF GDP VOLUME GROWTH, EVERY COMPANY SHOULD WANT THIS PERSPECTIVE IN THEIR GOVERNANCE RESPONSIBILITIES. IF COMPANIES WANT TO GROW EVEN FASTER IN THE NEW MAINSTREAM ECONOMY, EVERY BOARD SHOULD BEGIN IMMEDIATELY PLACING LATINA(O)S ON THEIR BOARD AND C-SUITE POSITIONS...BECAUSE WE ALL KNOW, NO ONE WANTS TO BE SEEN AS LEAVING MONEY ON THE TABLE."

LATINO TALENT IS AMPLE

In stark contrast to the narrative that Latino leaders are hard to find, data and the membership composition of organizations like LCDA state otherwise. Even before Roberto Goizueta paved the way as the first Hispanic CEO when he was named Chief Executive Officer of Coca-Cola in 1981 or Kimberly Casiano became the first Latina to serve on a Fortune 100 top five corporate board, US Latinos have a long tradition of driving business growth in corporate America.

According to a 2018 McKinsey analysis, Hispanic/Latinos comprise 3% to 4% of C-Suite roles. Taking into consideration this figure does not include retired public C-Suite leaders and other board viable executives including private company C-Suite executives, entrepreneurs, former government officials, or university presidents, there is still untapped talent. There is no talent shortage.

The current supply challenge is not a lack of, but visibility and discovery. The ideal Latino talent may not go by the title of Chief Executive Officer, have a common Hispanic/Latino last name, speak Spanish, or be found with the same methods used in the past.

These challenges can be lessened by:

- Leveraging networks outside your current circle.
- Adjusting the board recruitment process.
- Access talent by engaging organizations like LCDA, Hispanic IT Executive Council (HITEC), Association of Latino Professionals For America (ALPFA), and Hispanic Alliance for Career Enhancement (HACE).



“SUPPLY IS NOT THE ISSUE. DESPITE A STRONG QUALIFIED POOL, LATINOS HAVE LONG BEEN SYSTEMATICALLY EXCLUDED AND BYPASSED. THIS IS UNACCEPTABLE IN 21ST CENTURY AMERICA. THERE'S AMPLE LATINO BOARD TALENT WITH EXTENSIVE BUSINESS EXPERIENCE FROM ALL INDUSTRIES.”

Esther Aguilera
President and CEO
Latino Corporate
Directors Association

TALENT PIPELINING BEST PRACTICES AND SOURCING TOOLS

Improving the diversity of your board will have a ripple effect on other parts of your business including revenue growth, attracting diverse talent throughout your organization, improving innovation, and contributing positively to your corporate culture. Many boards are likely to ask themselves, where to begin?

Here's how to get started.

1. What Gets Measured, Gets Results

It's smart business sense to pursue board diversity that includes the US Latino perspective. Companies that commit to change and measure results are more likely to achieve it. As a best practice, we encourage companies to disclose the demographic composition of their boardroom and senior executives, with data disaggregated by gender, Latino, Black, Pan-Asian and Pacific Islanders, Native Americans, Alaskan and Hawaiian Natives, and other categories. It is not value-add for companies to attempt to combine all of these distinct cohorts into one diversity category and frame it as People of Color (POC) or Black, Indigenous, People of Color (BIPOC). Each is a unique demographic. Latinos, for example, are growing an average of 1 million persons annually in the US and Latino market share is growing 70% faster than the US general population. They are a large and growing segment of your customers, employees, and other stakeholders. The bottom line: a commitment to diversity without Latinos is incomplete.

2. Tap Diverse Sources

Supply is not the issue. Key networks exist to tap seasoned Latinos for the boardroom. As a membership organization comprised of experienced corporate directors and C-level, board-qualified executives, LCDA is a trusted partner to connect companies, search firms, and private equity with exceptional Latino board talent. Other organizations such as national and regional Latino Chambers of Commerce and professional associations are also great resources.

3. Amplify Your Networks

The annual Georgeson Research Report What Directors Think confirms what we already know: a majority of boards add new directors through recommendations from existing networks. This is precisely why recruitment for exceptional diverse talent must not only go beyond existing networks, it is also crucial to be intentional about integrating Latinos and diversity into existing board-level networks.

From the experts...



Esther Aguilera,
President and CEO
Latino Corporate
Directors
Association



Al Prieto, Partner,
CEO and Board
Practice
Egon Zehnder

4. Reimagine Board Composition

Boards can broaden their diversity by considering leaders with experiences that extend beyond the C-Suite and boardroom in their succession planning process. In early 2021, the Latino Corporate Directors Association reported only 16 of the current CEOs of the S&P 500 are of Hispanic descent. With just 5 public company current and former Latina CEOs, boards that target traditional profiles, such as current or former CEOs, CFOs, and C-Suite executives, will severely limit their ability to access a pool of talented, board-ready Latino leaders.

5. Invest in Your Talent Pipeline

Championing Latino talent throughout an organization is essential for progress in boardroom diversity. Companies need to be intentional about including Latinos in their overall drive to build a pipeline of women for the C-Suite, as well as track and measure the race and ethnicity of Latinos tapped as “high potentials.” Companies that foster a diverse culture understand the importance of not only hiring Latinos, but also retaining and promoting them.

These best practices were adapted from an article published by search firm Egon Zehnder in partnership with the Latino Corporate Directors Association. The article is titled [Get on Board: The Latina Impact](#).

SOURCING TOOLS

Latino Board Tracker

Searchable database tracks Fortune 1000 boards with and without Latino/as on company boards.

To search the tracker, visit www.latinoboardtracker.org

Latino Voices for Boardroom Equity

An initiative mobilizing to engage with US public companies lacking Latino/a representation to be a resource for talent.

To learn more about Latino Voices for Boardroom Equity, visit <https://bit.ly/3kMUu1c>

Latino Corporate Directors Association (LCDA) Member Directory

Search LCDA's publicly-available member directory of U.S. Latino executives at the highest levels of business leadership.

To search LCDA's Member Directory, visit <https://bit.ly/3tOMPfu>

Latino Corporate Directors Association (LCDA) Candidate Database

Reach out to LCDA to generate candidate lists for your open board opportunities.

To learn more, reach out to Ozzie Gromada Meza at ogromadameza@latinocorporatedirectors.org

SIX ESSENTIALS TO LANDING YOUR FIRST BOARD SEAT

Ozzie Gromada Meza

Associate Vice President, Member and Talent Services
Latino Corporate Directors Association

Landing your first board seat takes years of preparation, lessons learned, and patience.

Here are six essentials to consider as you begin your journey to the boardroom:

Build a Plan



The journey to the boardroom takes time. Developing a plan with specific milestones helps set expectations and manage your time effectively. A comprehensive 3 to 5 year board journey plan first and foremost must begin with understanding what it means to be a board member. Your plan should also include preparation, training, network development, an assessment of the type of organization(s) your background best aligns to (public, private, pre-IPO, small-cap, mid-cap, etc.), and promoting awareness of your interest in board service. Keep in mind, adjustments in your plan, receiving feedback, and level setting are part of the process.

Know Your Value



Simply, what value-add will you bring to the board? Are you a financial or cybersecurity expert? Do you bring global or international experience? Are you known as a digital expert? Understanding your 4 to 5 value propositions will help you deliver a more concise board pitch.

Prepare Yourself



There is a myth that boards only seek executives with corporate governance experience. Recent trends indicate the percentage of first-time directors joining corporate boards has increased. While having experience in the boardroom is not always a criteria, the willingness to learn governance fundamentals is highly encouraged. In 2017, LCDA introduced a comprehensive in-person and virtual program, BoardReady Institute (BRI), uniquely designed to prepare and position new and aspiring directors for boardroom success. To learn more about BRI, visit www.latinocorporatedirectors.org.

Stay On Course (and Be Patient)



With approximately 10,000 board seats on the Fortune 1000 and hundreds of thousands of board-ready executives across the world, the ability to join a board is highly competitive. The reality is board seats are limited and do not turnover every day. Stay focused and committed to building your network and learning.

Nourish and Build Your Network



Since two-thirds of board searches are filled by who you know and who knows you, networking with your peers and board influencers and sharing your interest in board service is extremely important. Develop a networking plan that breaks down your network in four categories: peers, mentors, diversity organizations (i.e. LCDA), and search firms.

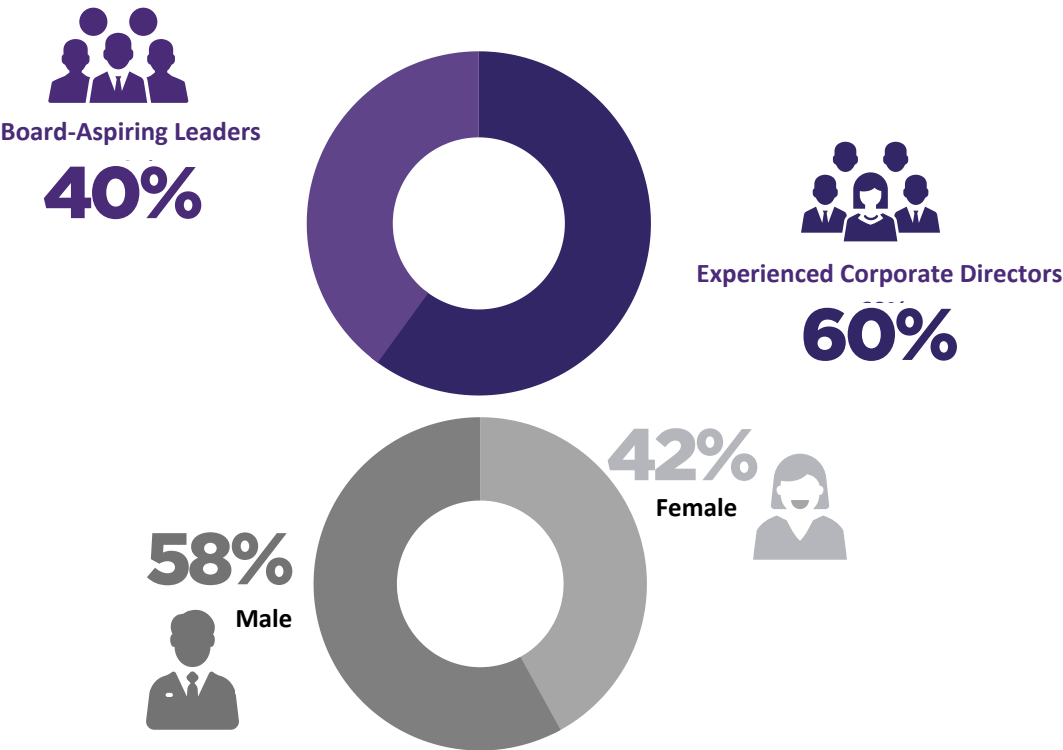
Leverage Technology to Amplify Your Brand



In recent years, sourcing and accessing talent has gone beyond only using search firms. LinkedIn and diverse focused talent tools including Equilar, Diligent, and Association of Executive Search and Leadership Consultants (AESC) BlueSteps, have developed platforms to amplify your brand and profile to audiences seeking to tap talent for the boardroom.

WHO ARE LCDA'S MEMBERS?

LCDA is a premier source of vetted Latino talent. Elevating and preparing Latino leaders to and for the boardroom is at the core of LCDA's mission.



Executive Experience

40% Public C-Suite or P&L Leader

25% Qualified Financial Expert

Governance Experience

56% Members with Public Board Experience

62% Members with Private Board Experience

Over 80% of LCDA Member's with international expertise.



Interested in connecting with Latino leaders? Search the LCDA Member Directory:
www.latinocorporatedirectors.org/memberdirectory

APPENDIX

The following tables list US Latino representation on 2021 Fortune 1000 company boards as defined in the methodology.

Latino Corporate Directors Association has made all efforts to ensure the information contained within this report is accurate and up-to-date as of June 30, 2021. This work is provided for educational and informational purposes only. The information is not guaranteed to be correct or complete. LCDA welcomes any updates or suggested edits. Please contact ogromadameza@latinocorporatedirectors.org with any feedback or edit suggestions.

Disclaimer: Latino board appointments or departures after June 30, 2021, will be reflected in LCDA's Latino Board Tracker (www.latinoboardtracker.org).

US Latino Company Representation
Fortune 1000 Companies with 2 or more Latinos on Board of Directors
 Data as of June 30, 2021 | Sorted by # of US Latinos

Disclaimer: Latino board appointments or departures after June 30, 2021, will be reflected in LCDA's Latino Board Tracker (www.latinoboardtracker.org).

2021 FORTUNE RANK	COMPANY NAME	INDUSTRY	HQ STATE	# OF US LATINOS
815	Popular	Financials	PR	9
648	Triple-S Management	Health Care	PR	5
441	MasTec	Engineering & Construction	FL	4
830	Univision Communications	Media	NY	4
51	Archer Daniels Midland	Food, Beverages & Tobacco	IL	3
30	Target	Retailing	MN	3
44	PepsiCo	Food, Beverages & Tobacco	NY	3
670	Service Corp. International	Business Services	TX	3
73	Tyson Foods	Food, Beverages & Tobacco	AR	2
56	HP	Technology	CA	2
124	Qualcomm	Technology	CA	2
226	Edison International	Energy	CA	2
618	TriNet Group	Financials	CA	2
663	Granite Construction	Materials	CA	2
694	PriceSmart	Retailing	CA	2
271	DaVita	Health Care	CO	2
415	Xerox	Technology	CT	2
25	Fannie Mae	Financials	DC	2
357	Ryder System	Transportation	FL	2
825	Mednax	Health Care	FL	2
883	GEO Group	Business Services	FL	2
206	Principal Financial	Financials	IA	2
267	Kuerig Dr Pepper	Food, Beverages & Tobacco	TX	2
23	Anthem	Health Care	IN	2
118	Eli Lilly	Health Care	IN	2
150	Cummins	Industrials	IN	2
228	Biogen	Health Care	MA	2
375	American Tower	Financials	MA	2
293	Marriott International	Hotels, Restaurants & Leisure	MD	2
317	Hormel Foods	Food, Beverages & Tobacco	MN	2
812	Kansas City Southern	Transportation	MO	2
119	Truist Financial	Financials	NC	2
533	Ingersoll Rand	Industrials	NC	2
55	Prudential Financial	Financials	NJ	2
94	Honeywell International	Industrials	NJ	2
333	NRG Energy	Energy	NJ	2
604	Conduent	Business Services	NJ	2
462	ABM Industries	Business Services	NY	2
204	American Electric Power Welltower	Energy	OH	2
561	Kraft Heinz	Financials	OH	2
110	PPG Industries	Food, Beverages & Tobacco	PA	2
220	CVS Health	Chemicals	PA	2
4	Dollar General	Health Care	RI	2
91	Cracker Barrel Old Country Store	Retailing	TN	2
833	CBRE Group	Hotels, Restaurants & Leisure	TN	2
122	Occidental Petroleum	Financials	TX	2
183	Arcosa, Inc.	Energy	TX	2
975	Northwestern Mutual	Engineering & Construction	TX	2
90		Financials	WI	2

US Latino Company Representation Breakdown by State

Data as of June 30, 2021 | Sorted by total # of Fortune 1000 Companies in the state

Disclaimer: Latino board appointments or departures after June 30, 2021, will be reflected in LCDA's Latino Board Tracker (www.latinoboardtracker.org).

HQ STATE	# of Fortune 1000 Companies	% with Latinos	% without Latinos
California	131	31%	69%
Texas	97	35%	65%
New York	81	32%	68%
Illinois	62	24%	76%
Ohio	53	26%	74%
Pennsylvania	50	28%	72%
Virginia	41	37%	63%
Florida	32	34%	66%
Georgia	32	28%	72%
New Jersey	30	33%	67%
Massachusetts	29	31%	69%
Michigan	29	17%	83%
North Carolina	28	21%	79%
Connecticut	26	31%	69%
Minnesota	25	36%	64%
Wisconsin	23	26%	74%
Colorado	22	32%	68%
Missouri	20	35%	65%
Arizona	20	30%	70%
Tennessee	18	44%	56%
Indiana	18	33%	67%
Washington	18	22%	78%
Nevada	10	30%	70%
Oklahoma	10	20%	80%
Maryland	9	33%	67%
Arkansas	8	38%	63%
Rhode Island	7	43%	57%
Iowa	7	29%	71%
Nebraska	7	29%	71%
Kentucky	7	14%	86%
Delaware	6	17%	83%
Louisiana	5	40%	60%
Kansas	5	20%	80%
Oregon	5	20%	80%
South Carolina	4	50%	50%
District of Columbia	4	25%	75%
Utah	4	25%	75%
Alabama	3	33%	67%
Puerto Rico	2	100%	0%
Mississippi	1	100%	0%

US Latino Company Representation
Fortune 1000 Companies with US Latinos on Board of Directors
 Data as of June 30, 2021 | Sorted by 2021 Fortune Rank

Disclaimer: Latino board appointments or departures after June 30, 2021, will be reflected in LCDA's Latino Board Tracker (www.latinoboardtracker.org).

2021 FORTUNE RANK	COMPANY NAME	INDUSTRY	HQ STATE
1	Walmart	Retailing	AR
3	Apple Inc.	Technology	CA
4	CVS Health	Health Care	RI
7	McKesson	Wholesalers	TX
11	AT&T	Telecommunications	TX
16	Walgreens Boots Alliance	Food & Drug Stores	IL
18	Home Depot	Retailing	GA
20	Verizon	Telecommunications	NY
21	Ford Motor	Motor Vehicles & Parts	MI
22	General Motors	Motor Vehicles & Parts	MI
23	Anthem	Health Care	IN
24	Centene	Health Care	MO
25	Fannie Mae	Financials	DC
26	Comcast	Telecommunications	PA
27	Chevron	Energy	CA
29	Bank of America Corp.	Financials	NC
30	Target	Retailing	MN
31	Lowe's	Retailing	NC
37	Wells Fargo	Financials	CA
39	State Farm Insurance Cos.	Financials	IL
43	Procter & Gamble	Household Products	OH
44	PepsiCo	Food, Beverages & Tobacco	NY
46	MetLife	Financials	NY
47	Freddie Mac	Financials	VA
50	Walt Disney	Media	CA
51	Archer Daniels Midland	Food, Beverages & Tobacco	IL
55	Prudential Financial	Financials	NJ
56	HP	Technology	CA
61	Morgan Stanley	Financials	NY
64	Charter Communications	Telecommunications	CT
66	Best Buy	Retailing	MN
67	New York Life Insurance	Financials	NY
68	AbbVie	Health Care	IL
71	Liberty Mutual Insurance Group	Financials	MA
73	Tyson Foods	Food, Beverages & Tobacco	AR
75	Bristol-Myers Squibb	Health Care	NY
76	Nationwide	Financials	OH
77	Pfizer	Health Care	NY
79	TIAA	Financials	NY
82	Dow	Chemicals	MI
83	American Express	Financials	NY
84	General Dynamics	Aerospace & Defense	VA
86	Northrop Grumman	Aerospace & Defense	VA
87	USAA	Financials	TX
90	Northwestern Mutual	Financials	WI
91	Dollar General	Retailing	TN
92	Exelon	Energy	IL
93	Coca-Cola	Food, Beverages & Tobacco	GA
94	Honeywell International	Industrials	NJ
97	TJX	Retailing	MA

US Latino Company Representation
Fortune 1000 Companies with US Latinos on Board of Directors
 Data as of June 30, 2021 | Sorted by 2021 Fortune Rank

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2021 FORTUNE RANK	COMPANY NAME	INDUSTRY	HQ STATE
100	Tesla	Motor Vehicles & Parts	CA
101	Philip Morris International	Food, Beverages & Tobacco	NY
102	Arrow Electronics	Wholesalers	CO
106	Hewlett Packard Enterprise	Technology	TX
109	ViacomCBS	Media	NY
110	Kraft Heinz	Food, Beverages & Tobacco	PA
113	U.S. Bancorp	Financials	MN
114	Performance Food Group	Wholesalers	VA
116	Gilead Sciences	Health Care	CA
118	Eli Lilly	Health Care	IN
119	Truist Financial	Financials	NC
120	PNC Financial Services	Financials	PA
121	Broadcom	Technology	CA
122	CBRE Group	Financials	TX
124	Qualcomm	Technology	CA
129	Lennar	Engineering & Construction	FL
132	Rite Aid	Food & Drug Stores	PA
133	Visa	Business Services	CA
134	PayPal Holdings	Business Services	CA
138	Altria Group	Food, Beverages & Tobacco	VA
139	Lumen Technologies	Telecommunications	LA
142	Hartford Financial Services	Financials	CT
147	World Fuel Services	Energy	FL
150	Cummins	Industrials	IN
152	DXC Technology	Technology	VA
153	Union Pacific	Transportation	NE
157	McDonalds	Hotels, Restaurants & Leisure	IL
164	Macys	Retailing	OH
168	Avnet	Wholesalers	AZ
169	General Mills	Food, Beverages & Tobacco	MN
172	Lincoln National	Financials	PA
178	Delta Air Lines	Transportation	GA
180	Bank of New York Mellon	Financials	NY
183	Occidental Petroleum	Energy	TX
187	Synchrony Financial	Financials	CT
196	Fluor	Engineering & Construction	TX
200	United Airlines Holdings	Transportation	IL
202	Waste Management	Business Services	TX
204	American Electric Power	Energy	OH
206	Principal Financial	Financials	IA
208	ADP	Business Services	NJ
210	Texas Instruments	Technology	TX
219	Land O'Lakes	Food, Beverages & Tobacco	MN
220	PPG Industries	Chemicals	PA
225	Jacobs Engineering Group	Engineering & Construction	TX
226	Edison International	Energy	CA
228	Biogen	Health Care	MA
230	Unum Group	Financials	TN
231	Lithia Motors	Retailing	OR

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2021 FORTUNE RANK	COMPANY NAME	INDUSTRY	HQ STATE
232	American Family Insurance Group	Financials	WI
235	Aramark	Business Services	PA
238	AutoZone	Retailing	TN
244	Equitable Holdings	Financials	NY
247	Fox Corporation	Media	NY
249	Consolidated Edison	Energy	NY
252	State Street Corp.	Financials	MA
255	Sempra Energy	Energy	CA
256	Farmers Insurance Exchange	Financials	CA
257	L Brands	Retailing	OH
258	W.W. Grainger	Wholesalers	IL
260	Ball	Materials	CO
264	Baxter International	Health Care	IL
267	Keurig Dr. Pepper	Food, Beverages & Tobacco	TX
268	O'Reilly Automotive	Retailing	MO
271	DaVita	Health Care	CO
273	Newmont Goldcorp	Energy	CO
274	Vistra Energy	Energy	TX
279	HollyFrontier	Energy	TX
281	Uber Technologies	Technology	CA
282	Mutual of Omaha Insurance	Financials	NE
290	Discovery Communications	Media	NY
291	Tractor Supply	Retailing	TN
292	CSX	Transportation	FL
293	Marriott International	Hotels, Restaurants & Leisure	MD
294	FirstEnergy	Energy	OH
297	Republic Services	Business Services	AZ
301	Advance Auto Parts	Retailing	VA
302	Assurant	Financials	NY
307	Norfolk Southern	Transportation	VA
312	ODP Corp. (The)	Retailing	FL
313	AES	Energy	VA
314	Molson Coors Brewing	Food, Beverages & Tobacco	CO
317	Hormel Foods	Food, Beverages & Tobacco	MN
325	Newell Brands	Household Products	NJ
333	NRG Energy	Energy	NJ
335	Campbell Soup	Food, Beverages & Tobacco	NJ
336	Southwest Airlines	Transportation	TX
342	CenterPoint Energy	Energy	TX
343	Reliance Steel & Aluminum	Materials	CA
351	Oneok	Energy	OK
352	United Rentals	Business Services	CT
355	Eastman Chemical	Chemicals	TN
357	Ryder System	Transportation	FL
358	Fifth Third Bancorp	Financials	OH
360	Insight Enterprises	Technology	AZ
370	Hershey	Food, Beverages & Tobacco	PA
371	Casey's General Stores	Retailing	IA
372	W.R. Berkley	Financials	CT
375	American Tower	Financials	MA

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2021 FORTUNE RANK	COMPANY NAME	INDUSTRY	HQ STATE
378	J.M. Smucker	Food, Beverages & Tobacco	OH
380	Intuit	Technology	CA
382	PPL	Energy	PA
383	NVR	Engineering & Construction	VA
384	Westinghouse Air Brake	Industrials	PA
385	Foot Locker	Retailing	NY
391	Booz Allen Hamilton	Technology	VA
394	Global Payments	Business Services	GA
400	WEC Energy Group	Energy	WI
408	Dana Inc.	Motor Vehicles & Parts	OH
413	Owens Corning	Materials	OH
415	Xerox	Technology	CT
417	Avery Dennison Corporation	Materials	CA
423	FM Global	Financials	RI
427	Clorox	Household Products	CA
430	CMS Energy	Energy	MI
434	Regions Financial	Financials	AL
436	UGI	Energy	PA
441	MasTec	Engineering & Construction	FL
443	Northern Trust	Financials	IL
445	Realogy Holdings	Financials	NJ
449	Big Lots	Retailing	OH
455	O-I Glass	Materials	OH
457	NOV	Wholesalers	TX
460	Huntsman	Chemicals	TX
461	Equinix	Financials	CA
462	ABM Industries	Business Services	NY
464	Chipotle Mexican Grill	Hotels, Restaurants & Leisure	CA
469	Ameren	Energy	MO
470	KBR	Engineering & Construction	TX
471	Burlington Stores	Retailing	NJ
482	McCormick & Company	Food, Beverages & Tobacco	MD
483	Carvana	Retailing	AZ
485	Electronic Arts	Media	CA
491	Patterson	Wholesalers	MN
495	A-Mark Precious Metals, Inc.	Materials	CA
498	Avis Budget Group	Retailing	NJ
499	R.R. Donnelley & Sons	Media	IL
500	Moodys	Business Services	NY
510	Huntington Bancshares	Financials	OH
514	Kemper	Financials	IL
515	Expedia Group	Retailing	WA
517	MGM Resorts International	Hotels, Restaurants & Leisure	NV
524	Watsco	Wholesalers	FL
533	Ingersoll Rand	Industrials	NC
537	CME Group	Financials	IL
538	Xylem	Industrials	NY
541	Western Union	Business Services	CO
543	Hess Corporation	Energy	NY
544	Globe Life	Financials	TX

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2021 FORTUNE RANK	COMPANY NAME	INDUSTRY	HQ STATE
545	Rush Enterprises	Retailing	TX
546	Martin Marietta Materials	Materials	NC
553	Domtar	Materials	SC
555	FMC	Chemicals	PA
560	Simon Property Group	Financials	IN
561	Welltower	Financials	OH
563	Mattel	Household Products	CA
574	First Republic Bank	Financials	CA
576	Nexstar Media Group	Media	TX
580	Levi Strauss	Apparel	CA
596	Hilton Worldwide Holdings	Hotels, Restaurants & Leisure	VA
598	Leggett & Platt	Household Products	MO
602	Hubbell	Industrials	CT
603	KB Home	Engineering & Construction	CA
604	Conduent	Business Services	NJ
610	Dominos Pizza	Hotels, Restaurants & Leisure	MI
612	Gartner	Technology	CT
614	Harley-Davidson	Transportation	WI
615	CUNA Mutual Group	Financials	WI
618	TriNet Group	Financials	CA
620	Amerco	Transportation	NV
622	ASGN	Business Services	VA
624	Pool	Wholesalers	LA
644	Navient	Financials	DE
648	Triple-S Management	Health Care	PR
651	Synopsys	Technology	CA
655	ScanSource	Wholesalers	SC
657	Pinnacle West Capital	Energy	AZ
660	Darling Ingredients	Food, Beverages & Tobacco	TX
662	Sanderson Farms	Food, Beverages & Tobacco	MS
663	Granite Construction	Materials	CA
670	Service Corp. International	Business Services	TX
673	Primoris Services	Engineering & Construction	TX
680	Alliant Energy	Energy	WI
683	Gannett Co. Inc.	Media	VA
684	Spirit AeroSystems Holdings	Aerospace & Defense	KS
686	First Horizon National Corp	Financials	TN
694	PriceSmart	Retailing	CA
698	Southwest Gas Holdings	Energy	NV
699	Elanco Animal Health	Health Care	IN
706	Illumina	Technology	CA
717	Century Communities	Engineering & Construction	CO
718	Advantage Solutions	Media	CA
719	CIT Group	Financials	NY
722	Grocery Outlet Holding	Food & Drug Stores	CA
723	Albemarle	Chemicals	NC
726	Teradyne	Technology	MA
729	Comerica	Financials	TX
730	Take-Two Interactive Software	Technology	NY
733	Marathon Oil	Energy	TX

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2021 FORTUNE RANK	COMPANY NAME	INDUSTRY	HQ STATE
736	Brinker International	Hotels, Restaurants & Leisure	TX
747	Hexion	Chemicals	OH
753	iHeartMedia	Media	TX
754	Zions Bancorp.	Financials	UT
755	ArcBest	Transportation	AR
756	TEGNA	Media	VA
759	AptarGroup	Materials	IL
760	Charles River Laboratories Intl	Health Care	MA
761	Select Medical Holdings	Health Care	PA
762	Public Storage	Financials	CA
769	Marriott Vacations Worldwide	Hotels, Restaurants & Leisure	FL
772	Peabody Energy	Energy	MO
775	Energizer Holdings	Household Products	MO
776	Comfort Systems USA, Inc.	Engineering & Construction	TX
778	Atmos Energy	Energy	TX
793	Amica Mutual Insurance	Financials	RI
802	SiteOne Landscape Supply	Wholesalers	GA
803	Laureate Education	Business Services	MD
812	Kansas City Southern	Transportation	MO
813	Cabot	Chemicals	MA
815	Popular	Financials	PR
821	Donaldson	Industrials	MN
825	Mednax	Health Care	FL
830	Univision Communications	Media	NY
833	Cracker Barrel Old Country Store	Hotels, Restaurants & Leisure	TN
850	Align Technology, Inc.	Technology	AZ
856	Floor & Decor Holdings	Retailing	GA
858	Griffon	Materials	NY
867	Gray Television	Media	CA
869	Ashland Global Holdings	Chemicals	KY
882	F5 Networks	Technology	WA
883	GEO Group	Business Services	FL
890	Alexandria Real Estate Equities	Financials	CA
898	Stewart Information Services Co.	Financials	TX
904	Crestwood Equity Partners	Energy	TX
909	Primerica	Financials	GA
912	Maxim Integrated Products	Technology	CA
919	Itron	Industrials	WA
922	Travel + Leisure	Hotels, Restaurants & Leisure	CA
929	Deckers Outdoor	Apparel	CA
931	Beazer Homes USA	Engineering & Construction	GA
936	BOK Financial	Financials	OK
943	Allison Transmission Holdings	Motor Vehicles & Parts	IN
951	Affiliated Managers Group	Financials	FL
955	Trinity Industries	Transportation	TX
957	Americold Realty Trust	Financials	GA
961	Korn Ferry	Business Services	CA
975	Arcosa, Inc.	Engineering & Construction	TX
982	CoreCivic	Financials	TN
988	Kennametal	Industrials	PA

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2021 Fortune Rank	Company Name	Industry	HQ State
2	Amazon	Retailing	WA
5	UnitedHealth Group	Health Care	MN
6	Berkshire Hathaway	Financials	NE
8	AmerisourceBergen	Wholesalers	PA
9	Alphabet Inc.	Technology	CA
10	Exxon Mobil	Energy	TX
12	Costco	Retailing	WA
13	Cigna	Health Care	CT
14	Cardinal Health	Wholesalers	OH
15	Microsoft	Technology	WA
17	Kroger	Food & Drug Stores	OH
19	JPMorgan Chase	Financials	NY
28	Dell Technologies	Technology	TX
32	Marathon Petroleum	Energy	OH
33	Citigroup	Financials	NY
34	Facebook	Technology	CA
35	UPS	Transportation	GA
36	Johnson & Johnson	Health Care	NJ
38	General Electric	Industrials	MA
40	Intel	Technology	CA
41	Humana	Health Care	KY
42	IBM	Technology	NY
45	FedEx	Transportation	TN
48	Phillips 66	Energy	TX
49	Lockheed Martin	Aerospace & Defense	MD
52	Albertsons Cos.	Food & Drug Stores	ID
53	Valero Energy	Energy	TX
54	Boeing	Aerospace & Defense	IL
57	Raytheon Technologies	Aerospace & Defense	CT
58	StoneX Group	Financials	NY
59	Goldman Sachs Group	Financials	NY
60	Sysco	Wholesalers	TX
62	HCA Healthcare	Health Care	TN
63	Cisco Systems	Technology	CA
65	Merck	Health Care	NJ
69	Publix Super Markets	Food & Drug Stores	FL
70	Allstate	Financials	IL
72	AIG	Financials	NY
74	Progressive	Financials	OH
78	Caterpillar	Industrials	IL
80	Oracle	Technology	TX
81	Energy Transfer Equity	Energy	TX
85	Nike	Apparel	OR
88	Deere	Industrials	IL
89	Abbott Laboratories	Health Care	IL
95	Thermo Fisher Scientific	Technology	MA
96	3M	Industrials	MN

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2021 Fortune Rank	Company Name	Industry	HQ State
98	Travelers Cos.	Financials	NY
99	Capital One Financial	Financials	VA
103	CHS	Food, Beverages & Tobacco	MN
104	Jabil	Technology	FL
105	Enterprise Products Partners	Energy	TX
107	United Natural Foods	Wholesalers	RI
108	Mondelez International	Food, Beverages & Tobacco	IL
111	Dollar Tree	Retailing	VA
112	Amgen Inc.	Health Care	CA
115	Netflix	Media	CA
117	Synnex	Wholesalers	CA
123	Massachusetts Mutual Life Insurance	Financials	MA
125	Starbucks	Hotels, Restaurants & Leisure	WA
126	Duke Energy	Energy	NC
127	Plains GP Holdings	Energy	TX
128	US Foods Holding	Wholesalers	IL
130	Danaher	Health Care	DC
131	Aflac	Financials	GA
135	Micron Technology	Technology	ID
136	CarMax	Retailing	VA
137	Salesforce.com	Technology	CA
140	Baker Hughes	Energy	TX
141	International Paper	Materials	TN
143	Penske Automotive Group	Retailing	MI
144	DuPont	Chemicals	DE
145	AutoNation	Retailing	FL
146	Southern Company	Energy	GA
148	D.R. Horton	Engineering & Construction	TX
149	Nucor	Materials	NC
151	NGL Energy Partners	Energy	OK
154	Whirlpool	Industrials	MI
155	Molina Healthcare	Health Care	CA
156	ConocoPhillips	Energy	TX
158	Kimberly-Clark	Household Products	TX
159	Paccar	Industrials	WA
160	PG&E	Energy	CA
161	CDW	Technology	IL
162	Sherwin-Williams	Chemicals	OH
163	L3Harris Technologies	Aerospace & Defense	FL
165	ManpowerGroup	Business Services	WI
166	NextEra Energy	Energy	FL
167	Tenet Healthcare	Health Care	TX
170	WestRock	Materials	GA
171	Carrier Global Corporation	Industrials	FL
173	Genuine Parts	Wholesalers	GA
174	American Airlines Group	Transportation	TX
175	Marsh & McLennan	Financials	NY

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2021 Fortune Rank	Company Name	Industry	HQ State
176	Applied Materials, Inc.	Technology	CA
177	Becton Dickinson	Health Care	NJ
179	Lear	Motor Vehicles & Parts	MI
181	Emerson Electric	Industrials	MO
182	Western Digital	Technology	CA
184	Nvidia	Technology	CA
185	Cognizant Technology Solutions	Technology	NJ
186	Jones Lang LaSalle	Financials	IL
188	Colgate-Palmolive	Household Products	NY
189	AECOM	Engineering & Construction	CA
190	XPO Logistics	Transportation	CT
191	C.H. Robinson Worldwide	Transportation	MN
192	BlackRock	Financials	NY
193	Dominion Energy	Energy	VA
194	Rocket Companies	Financials	MI
195	Kohls	Retailing	WI
197	DISH Network	Telecommunications	CO
198	BJ's Wholesale Club	Retailing	MA
199	Tenneco	Motor Vehicles & Parts	IL
201	Mastercard	Business Services	NY
203	PBF Energy	Energy	NJ
205	Fiserv	Business Services	WI
207	Reinsurance Group of America	Financials	MO
209	Stanley Black & Decker	Household Products	CT
211	Halliburton	Energy	TX
212	Stryker	Health Care	MI
213	Estee Lauder Cos	Household Products	NY
214	Corteva	Agriculture	DE
215	Freeport-McMoRan	Energy	AZ
216	Qurate Retail	Retailing	CO
217	Wayfair	Technology	MA
218	Laboratory Corp. of America	Health Care	NC
221	Gap	Retailing	CA
222	Kellogg	Food, Beverages & Tobacco	MI
223	Parker-Hannifin	Industrials	OH
224	Core-Mark Holding	Wholesalers	TX
227	Guardian Life Ins. Co. of America	Financials	NY
229	Omnicom Group	Business Services	NY
233	Discover Financial Services	Financials	IL
234	Adobe Inc.	Technology	CA
236	Otis Worldwide Corporation	Industrials	CT
237	Ecolab	Chemicals	MN
239	Loews	Financials	NY
240	Illinois Tool Works	Industrials	IL
241	Fidelity National Information Services	Business Services	FL
242	Ross Stores	Retailing	CA
243	Peter Kiewit Sons	Engineering & Construction	NE

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245	WESCO International	Wholesalers	PA
246	Goodyear Tire & Rubber	Motor Vehicles & Parts	OH
248	Leidos Holdings	Technology	VA
250	DTE Energy	Energy	MI
251	Charles Schwab	Financials	TX
253	Ameriprise Financial	Financials	MN
254	Viatis Inc.	Health Care	PA
259	Community Health Systems	Health Care	TN
261	Berry Global Group	Materials	IN
262	Kinder Morgan	Energy	TX
263	VF Corporation	Apparel	CO
265	Textron	Aerospace & Defense	RI
266	LKQ	Wholesalers	IL
269	Crown Holdings	Materials	PA
270	Universal Health Services	Health Care	PA
272	Xcel Energy	Energy	MN
275	IQVIA Holdings	Health Care	NC
276	EBay	Technology	CA
277	Corning	Industrials	NY
278	Quanta Services	Engineering & Construction	TX
280	Bed Bath & Beyond	Retailing	NJ
283	Conagra Brands	Food, Beverages & Tobacco	IL
284	PulteGroup	Engineering & Construction	GA
285	EOG Resources	Energy	TX
286	Group 1 Automotive	Retailing	TX
287	Ally Financial	Financials	MI
288	Fidelity National Financial	Financials	FL
289	Nordstrom	Retailing	WA
295	BorgWarner	Motor Vehicles & Parts	MI
296	Jones Financial (Edward Jones)	Financials	MO
298	Henry Schein	Wholesalers	NY
299	Expeditors Intl. of Washington	Transportation	WA
300	Entergy	Energy	LA
303	Pacific Life	Financials	CA
304	Lam Research	Technology	CA
305	Boston Scientific	Health Care	MA
306	Altice USA	Telecommunications	NY
308	Sonic Automotive	Retailing	NC
309	Advanced MicroSystem Devices	Technology	CA
310	United States Steel	Materials	PA
311	Markel	Financials	VA
315	J.B. Hunt Transport Services	Transportation	AR
316	KKR	Financials	NY
318	Public Service Enterprise Group	Energy	NJ
319	Steel Dynamics	Materials	IN
320	Dicks Sporting Goods	Retailing	PA
321	Mohawk Industries	Household Products	GA

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322	Murphy USA	Retailing	AR
323	Square	Business Services	CA
324	Quest Diagnostics	Health Care	NJ
326	Liberty Media	Media	CO
327	Huntington Ingalls Industries	Aerospace & Defense	VA
328	Cheniere Energy	Energy	TX
329	SpartanNash	Wholesalers	MI
330	Alcoa	Materials	PA
331	AGCO	Industrials	GA
332	Voya Financial	Financials	NY
334	Interpublic Group	Business Services	NY
337	News Corp.	Media	NY
338	Eversource Energy	Energy	MA
339	Alleghany	Financials	NY
340	Air Products & Chemicals	Chemicals	PA
341	Auto-Owners Insurance	Financials	MI
344	EMCOR Group	Engineering & Construction	CT
345	Owens & Minor	Wholesalers	VA
346	Mosaic	Chemicals	MN
347	Erie Insurance Group	Financials	PA
348	Genworth Financial	Financials	VA
349	Amphenol	Technology	CT
350	Builders FirstSource	Materials	TX
353	Brighthouse Financial	Financials	NC
354	Regeneron Pharmaceuticals	Health Care	NY
356	CommScope Holding	Technology	NC
359	Constellation Brands	Food, Beverages & Tobacco	NY
361	Global Partners	Wholesalers	MA
362	Univar	Wholesalers	IL
363	Yum China Holdings	Hotels, Restaurants & Leisure	TX
364	Targa Resources	Energy	TX
365	Intercontinental Exchange	Financials	GA
366	Andersons	Food, Beverages & Tobacco	OH
367	Raymond James Financial	Financials	FL
368	Thor Industries	Motor Vehicles & Parts	IN
369	Thrivent Financial for Lutherans	Financials	MN
373	Activision Blizzard, Inc.	Media	CA
374	Western & Southern Financial	Financials	OH
376	American Financial Group	Financials	OH
377	Darden Restaurants	Hotels, Restaurants & Leisure	FL
379	Williams	Energy	OK
381	Citizens Financial Group	Financials	RI
386	Cincinnati Financial	Financials	OH
387	Weyerhaeuser	Materials	WA
388	Westlake Chemical	Chemicals	TX
389	Navistar International	Industrials	IL
390	Magellan Health	Health Care	AZ

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392	Autoliv	Motor Vehicles & Parts	MI
393	S&P Global	Business Services	NY
395	Motorola Solutions	Technology	IL
396	KeyCorp	Financials	OH
397	Delek US Holdings	Energy	TN
398	Masco	Household Products	MI
399	Graybar Electric	Wholesalers	MO
401	Old Republic International	Financials	IL
402	Frontier Communications	Telecommunications	CT
403	Chewy	Retailing	FL
404	PVH	Apparel	NY
405	Asbury Automotive Group	Retailing	GA
406	Seaboard	Food, Beverages & Tobacco	KS
407	Polaris Industries	Transportation	MN
409	First American Financial	Financials	CA
410	Cintas	Business Services	OH
411	Toll Brothers	Engineering & Construction	PA
412	Science Applications International	Technology	VA
414	Zimmer Biomet Holdings	Health Care	IN
416	Arthur J. Gallagher	Financials	IL
418	Sanmina	Technology	CA
419	Jefferies Financial Group	Financials	NY
420	Beacon Roofing Supply	Wholesalers	VA
421	Securian Financial Group	Financials	MN
422	Oshkosh	Industrials	WI
424	Booking Holdings	Technology	CT
425	Williams-Sonoma	Retailing	CA
426	Coty	Household Products	NY
428	Pioneer Natural Resources	Energy	TX
429	Dover	Industrials	IL
431	Zoetis	Health Care	NJ
432	Hanesbrands	Apparel	NC
433	Packaging Corp. of America	Materials	IL
435	Graphic Packaging Holding	Materials	GA
437	Sprouts Farmers Market	Food & Drug Stores	AZ
438	Avantor	Technology	PA
439	Veritiv	Wholesalers	GA
440	Rockwell Automation	Industrials	WI
442	DCP Midstream	Energy	CO
444	M&T Bank Corp.	Financials	NY
446	NCR	Technology	GA
447	T. Rowe Price	Financials	MD
448	Vertex Pharmaceuticals	Health Care	MA
450	Ralph Lauren	Apparel	NY
451	Ulta Beauty	Retailing	IL
452	Taylor Morrison Home	Engineering & Construction	AZ
453	Icahn Enterprises	Financials	NY

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454	Blackstone Group	Financials	NY
456	Fortune Brands Home & Security	Household Products	IL
458	Ovintiv	Energy	CO
459	Alexion Pharmaceuticals	Health Care	CT
463	Ingredion	Food, Beverages & Tobacco	IL
465	Sinclair Broadcast Group	Media	MD
466	LPL Financial Holdings	Financials	CA
467	Crown Castle International	Financials	TX
468	KLA	Technology	CA
472	Olin	Chemicals	MO
473	CACI International	Technology	VA
474	Post Holdings	Food, Beverages & Tobacco	MO
475	Academy Sports and Outdoors	Retailing	TX
476	Acronic Corporation	Materials	PA
477	Celanese	Chemicals	TX
478	Yum Brands	Hotels, Restaurants & Leisure	KY
479	Fastenal	Wholesalers	MN
480	Nasdaq	Financials	NY
481	Analog Devices	Technology	MA
484	Franklin Resources	Financials	CA
486	MDU Resources Group	Energy	ND
487	Selective Insurance Group	Financials	NJ
488	Roper Technologies	Technology	FL
489	RPM International	Chemicals	OH
490	Cerner	Health Care	MO
492	Commercial Metals	Materials	TX
493	Boise Cascade	Wholesalers	ID
494	Hasbro	Household Products	RI
496	Camping World Holdings	Retailing	IL
497	NetApp	Technology	CA
501	Cleveland-Cliffs Inc.	Materials	OH
502	Agilent Technologies, Inc.	Health Care	CA
503	Tutor Perini	Engineering & Construction	CA
504	ADT	Business Services	FL
505	Microchip Technology	Technology	AZ
506	Michael's	Retailing	TX
507	Howmet Aerospace	Aerospace & Defense	PA
508	Hertz Global Holdings	Retailing	FL
509	ON Semiconductor	Technology	AZ
511	Sonoco Products	Materials	SC
512	Telephone & Data Systems	Telecommunications	IL
513	Chesapeake Energy	Energy	OK
516	TransDigm Group	Aerospace & Defense	OH
518	UFP Industries Inc.	Materials	MI
519	Robert Half International	Business Services	CA
520	Devon Energy	Energy	OK
521	GameStop	Retailing	TX

**US Latino Company Representation
Fortune 1000 without Latinos on Board of Directors**

Data as of June 30, 2021 | Sorted by 2021 Fortune Rank

Disclaimer: Latino board appointments or departures after June 30, 2021, will be reflected in LCDA's Latino Board Tracker (www.latinoboardtracker.org).

2021 Fortune Rank	Company Name	Industry	HQ State
522	International Flavors & Fragrances	Chemicals	NY
523	Resideo Technologies	Technology	TX
525	Amkor Technology	Technology	AZ
526	Coca-Cola Consolidated	Food, Beverages & Tobacco	NC
527	Chemours	Chemicals	DE
528	Tapestry	Apparel	NY
529	UWM Holdings Corp.	Financials	MI
530	Silgan Holdings	Materials	CT
531	Petco Health and Wellness Company	Retailing	CA
532	Evergy	Energy	KS
534	Sealed Air	Materials	NC
535	Church & Dwight	Household Products	NJ
536	OneMain Holdings	Financials	IN
539	Vulcan Materials	Materials	AL
540	TravelCenters of America	Retailing	OH
542	Hanover Insurance Group	Financials	MA
547	American Axle & Manufacturing	Motor Vehicles & Parts	MI
548	Windstream Holdings II	Telecommunications	AR
549	NiSource	Energy	IN
550	PPD	Health Care	NC
551	Knight-Swift Transportation Holdings	Transportation	AZ
552	SS&C Technologies Holdings	Technology	CT
554	Encompass Health	Health Care	AL
556	Fortive	Industrials	WA
557	Cornerstone Building Brands	Materials	NC
558	Skechers U.S.A.	Apparel	CA
559	Ingles Markets	Food & Drug Stores	NC
562	Monster Beverage	Food, Beverages & Tobacco	CA
564	TreeHouse Foods	Food, Beverages & Tobacco	IL
565	Schneider National	Transportation	WI
566	Ametek	Technology	PA
567	Pennymac Financial Services	Financials	CA
568	Broadridge Financial Solutions	Business Services	NY
569	Alliance Data Systems	Business Services	TX
570	ServiceNow	Technology	CA
571	Kelly Services	Business Services	MI
572	Greif	Materials	OH
573	Yellow Corporation	Transportation	KS
575	Perspecta	Technology	VA
577	Meritage Homes	Engineering & Construction	AZ
578	Under Armour	Apparel	MD
579	Warner Music Group	Media	NY
581	Zebra Technologies	Industrials	IL
582	Juniper Networks, Inc.	Technology	CA
583	loanDepot, Inc	Financials	CA
584	Prologis	Financials	CA
585	Dillards	Retailing	AR

**US Latino Company Representation
Fortune 1000 without Latinos on Board of Directors**

Data as of June 30, 2021 | Sorted by 2021 Fortune Rank

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2021 Fortune Rank	Company Name	Industry	HQ State
586	Syneos Health	Health Care	NC
587	lululemon athletica inc.	Retailing	WA
588	Flowers Foods	Food, Beverages & Tobacco	GA
589	Edwards Lifesciences	Health Care	CA
590	Vertiv Holdings	Industrials	OH
591	Intuitive Surgical	Health Care	CA
592	Brunswick	Transportation	IL
593	Covetrus, Inc.	Health Care	ME
594	Workday	Technology	CA
595	APA Corp.	Energy	TX
597	Insperty	Business Services	TX
599	Carlisle	Materials	AZ
600	JELD-WEN Holding	Materials	NC
601	Keysight Technologies	Technology	CA
605	Iron Mountain	Business Services	MA
606	Landstar System	Transportation	FL
607	Scotts Miracle-Gro	Chemicals	OH
608	Equifax	Business Services	GA
609	CF Industries Holdings	Chemicals	IL
611	Weis Markets	Food & Drug Stores	PA
613	SVB Financial Group	Financials	CA
616	Mahwah Bergen Retail Group Inc.	Retailing	NJ
617	Paychex	Business Services	NY
619	Old Dominion Freight Line	Transportation	NC
621	Spectrum Brands Holdings	Household Products	WI
623	Snap-on	Industrials	WI
625	Parsons	Aerospace & Defense	VA
626	Genesis Healthcare	Health Care	PA
627	Digital Realty Trust	Financials	TX
628	Diebold Nixdorf	Technology	OH
629	MDC Holdings	Engineering & Construction	CO
630	EnLink Midstream	Energy	TX
631	NortonLifeLock	Technology	AZ
632	CNO Financial Group	Financials	IN
633	Stifel Financial	Financials	MO
634	Ventas	Financials	IL
635	Lamb Weston Holdings	Food, Beverages & Tobacco	ID
636	American National Insurance	Financials	TX
637	Autodesk, Inc.	Technology	CA
638	Mercury General	Financials	CA
639	PerkinElmer	Technology	MA
640	American Water Works	Energy	NJ
641	Hologic	Health Care	MA
642	American Eagle Outfitters	Retailing	PA
643	Flowserve	Industrials	TX
645	Steelcase	Household Products	MI
646	Compass	Financials	NY

**US Latino Company Representation
Fortune 1000 without Latinos on Board of Directors**

Data as of June 30, 2021 | Sorted by 2021 Fortune Rank

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2021 Fortune Rank	Company Name	Industry	HQ State
647	Twitter	Technology	CA
649	Penn Mutual Life Insurance	Financials	PA
650	Brinks	Business Services	VA
652	Tempur Sealy International	Household Products	KY
653	Lennox International	Industrials	TX
654	Las Vegas Sands	Hotels, Restaurants & Leisure	NV
656	API Group Corporation	Engineering & Construction	MN
658	Sentry Insurance Group	Financials	WI
659	Penn National Gaming	Hotels, Restaurants & Leisure	PA
661	Alaska Air Group	Transportation	WA
664	Pitney Bowes	Technology	CT
665	Brookdale Senior Living	Health Care	TN
666	Ciena	Technology	MD
667	Medical Mutual of Ohio	Financials	OH
668	Sally Beauty Holdings	Retailing	TX
669	Timken	Industrials	OH
671	Hub Group	Transportation	IL
672	Antero Resources	Energy	CO
674	Endeavor Group Holdings, Inc.	Media	CA
675	Caesar's Entertainment	Hotels, Restaurants & Leisure	NV
676	Ryerson Holding	Materials	IL
677	Maximus	Technology	VA
678	Urban Outfitters	Retailing	PA
679	Cboe Global Markets	Financials	IL
681	ARKO Corp	Retailing	VA
682	Palo Alto Networks	Technology	CA
685	Plexus	Technology	WI
687	The Toro Co.	Industrials	MN
688	Airbnb, Inc.	Technology	CA
689	Brown-Forman	Food, Beverages & Tobacco	KY
690	Skyworks Solutions	Technology	CA
691	Dentsply Sirona	Health Care	PA
692	Zillow Group	Technology	WA
693	Super Micro Computer	Technology	CA
695	Puget Energy	Energy	WA
696	Acuity Brands	Industrials	GA
697	GoDaddy	Technology	AZ
700	TRI Pointe Group	Engineering & Construction	NV
701	Applied Industrial Technologies	Wholesalers	OH
702	Avient Corporation	Chemicals	OH
703	GMS	Wholesalers	GA
704	Virtu Financial	Financials	NY
705	Qorvo	Technology	NC
707	Citrix Systems	Technology	FL
708	Atlas Air Worldwide Holdings	Transportation	NY
709	Acadia Healthcare	Health Care	TN
710	Dycom Industries	Engineering & Construction	FL

**US Latino Company Representation
Fortune 1000 without Latinos on Board of Directors**

Data as of June 30, 2021 | Sorted by 2021 Fortune Rank

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2021 Fortune Rank	Company Name	Industry	HQ State
711	Akamai Technologies	Technology	MA
712	MSC Industrial Direct	Wholesalers	NY
713	PRA Health Sciences	Technology	NC
714	Bloomin Brands	Hotels, Restaurants & Leisure	FL
715	Varian Medical Systems	Health Care	CA
716	Xilinx	Technology	CA
720	Trimble	Technology	CA
721	Clean Harbors	Business Services	MA
724	Abercrombie & Fitch	Retailing	OH
725	Par Pacific Holdings	Energy	TX
727	BlueLinx Holdings	Wholesalers	GA
728	Catalent	Health Care	NJ
731	EnerSys	Industrials	PA
732	Teledyne Technologies	Technology	CA
734	Mettler-Toledo International	Technology	OH
735	Terex	Industrials	CT
737	Colfax	Industrials	MD
738	Worthington Industries	Materials	OH
739	EQT	Energy	PA
740	IAC/InterActiveCorp	Technology	NY
741	M/I Homes	Engineering & Construction	OH
742	Meritor	Business Services	VA
743	GarrettMotion	Motor Vehicles & Parts	MI
744	Option Care Health	Health Care	IL
745	Carters	Apparel	GA
746	Quad/Graphics	Media	WI
748	Tetra Tech	Business Services	CA
749	Allegheny Technologies	Materials	PA
750	Meredith	Media	IA
751	ResMed	Health Care	CA
752	JetBlue Airways	Transportation	NY
757	Crane	Industrials	CT
758	Carlyle Group	Financials	DC
763	Regal Beloit	Industrials	WI
764	McAfee Corp	Technology	CA
765	Triumph Group	Aerospace & Defense	PA
766	Valmont Industries	Materials	NE
767	A.O. Smith	Industrials	WI
768	Graham Holdings	Business Services	VA
770	DoorDash Inc	Technology	CA
771	Moog	Aerospace & Defense	NY
773	Hill-Rom Holdings	Health Care	IL
774	Avaya Holdings Corp.	Technology	NC
777	RH	Retailing	CA
779	AMC Networks	Media	NY
780	Rent-A-Center	Retailing	TX
781	Diamondback Energy	Energy	TX

**US Latino Company Representation
Fortune 1000 without Latinos on Board of Directors**

Data as of June 30, 2021 | Sorted by 2021 Fortune Rank

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2021 Fortune Rank	Company Name	Industry	HQ State
782	Hyster-Yale Materials Handling	Industrials	OH
783	Resolute Forest Products	Materials	SC
784	LCI Industries	Motor Vehicles & Parts	IN
785	Greenbrier Cos.	Transportation	OR
786	H.B. Fuller	Chemicals	MN
787	Louisiana-Pacific	Materials	TN
788	Verisk Analytics	Business Services	NJ
789	Western Midstream Partners	Energy	TX
790	Boston Properties	Financials	MA
791	JOANN Inc.	Retailing	OH
792	Mr Cooper Group	Financials	TX
794	Scientific Games	Hotels, Restaurants & Leisure	NV
795	TopBuild	Engineering & Construction	FL
796	TransUnion	Business Services	IL
797	PAE	Aerospace & Defense	VA
798	First Solar	Energy	AZ
799	Rackspace Technology	Technology	TX
800	IDEXX Laboratories	Health Care	ME
801	Vontier Corporation	Technology	NC
804	Central Garden & Pet	Retailing	CA
805	Cadence Design Systems	Technology	CA
806	Stericycle	Business Services	IL
807	Incyte	Health Care	DE
808	EPAM Systems	Technology	PA
809	Lincoln Electric Holdings	Industrials	OH
810	Zoom Communications	Technology	CA
811	H & R Block	Financials	MO
814	Brown & Brown	Financials	FL
816	Fortinet	Technology	CA
817	PC Connection	Retailing	NH
818	Continental Resources	Energy	OK
819	Opendoor Technologies, Inc.	Financials	CA
820	Nu Skin Enterprises	Household Products	UT
822	Hawaiian Electric Industries	Energy	HI
823	NLV Financial	Financials	VT
824	Equity Residential	Financials	IL
826	MRC Global	Energy	TX
827	Overstock.com, Inc.	Retailing	UT
828	Visteon	Motor Vehicles & Parts	MI
829	Bio-Rad Laboratories	Health Care	CA
831	ContextLogic, Inc	Technology	CA
832	Teleflex	Health Care	PA
834	Cooper Tire & Rubber	Motor Vehicles & Parts	OH
835	ManTech International	Technology	VA
836	Hillenbrand, Inc.	Industriaals	IN
837	Middleby	Industrials	IL
838	Echo Global Logistics	Transportation	IL

**US Latino Company Representation
Fortune 1000 without Latinos on Board of Directors**

Data as of June 30, 2021 | Sorted by 2021 Fortune Rank

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2021 Fortune Rank	Company Name	Industry	HQ State
839	Snap	Technology	CA
840	Vishay Intertechnology	Technology	PA
841	Columbia Sportswear	Apparel	OR
842	Woodward	Aerospace & Defense	CO
843	Herman Miller	Household Products	MI
844	Patrick Industries	Materials	IN
845	Generac Holdings	Industrials	WI
846	PROG Holdings	Retailing	GA
847	Euronet Worldwide	Business Services	KS
848	Interactive Brokers Group	Financials	CT
849	ITT	Industrials	NY
851	Enable Midstream Partners	Energy	OK
852	FTI Consulting	Business Services	DC
853	Cooper Companies	Health Care	CA
854	Country Financial	Financials	IL
855	Magellan Midstream Partners	Energy	OK
857	American Equity Investment Life Holding	Financials	IA
859	Ensign Group	Health Care	CA
860	Texas Roadhouse	Hotels, Restaurants & Leisure	KY
861	Mueller Industries	Industrials	TN
862	AMN Healthcare Services	Health Care	TX
863	Curtiss-Wright	Aerospace & Defense	NC
864	Match Group, Inc	Technology	TX
865	FLEETCOR Technologies	Business Services	GA
866	Matson	Transportation	HI
868	II-VI Incorporated	Technology	PA
870	Cooper-Standard Holdings	Motor Vehicles & Parts	MI
871	Werner Enterprises	Transportation	NE
872	Playtika Holding Corp.	Media	NV
873	LGI Homes, Inc.	Engineering & Construction	TX
874	Waters	Technology	MA
875	Lyft	Technology	CA
876	Healthpeak Properties	Financials	CO
877	Winnebago Industries, Inc.	Motor Vehicles & Parts	IA
878	Knights of Columbus	Financials	CT
879	SLM	Financials	DE
880	Valvoline	Chemicals	KY
881	IDEX	Industrials	IL
884	Brightview Holdings	Business Services	PA
885	Hovnanian Enterprises	Engineering & Construction	NJ
886	Sprague Resources	Wholesalers	NH
887	Summit Materials	Materials	CO
888	MKS Instruments, Inc.	Technology	MA
889	Arista Networks, Inc.	Technology	CA
891	Synovus Financial	Financials	GA
892	Viasat	Technology	CA
893	Southwestern Energy	Energy	TX

**US Latino Company Representation
Fortune 1000 without Latinos on Board of Directors**

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2021 Fortune Rank	Company Name	Industry	HQ State
894	People's United Financial	Financials	CT
895	Hilltop Holdings	Financials	TX
896	AvalonBay Communities	Financials	VA
897	Federated Mutual Insurance	Financials	MN
899	Evercore	Financials	NY
900	Envista	Financials	CA
901	TCF Financial	Financials	MI
902	REV Group	Motor Vehicles & Parts	WI
903	Calumet Specialty Products	Energy	IN
905	TTM Technologies	Technology	CA
906	MYR Group	Engineering & Construction	IL
907	Designer Brands	Retailing	OH
908	Splunk	Technology	CA
910	Copart	Retailing	TX
911	CDK Global	Technology	IL
913	Kar Auction Services	Wholesalers	IN
914	Ohio National Mutual	Financials	OH
915	Carpenter Technology	Materials	PA
916	Boyd Gaming	Hotels, Restaurants & Leisure	NV
917	Unisys	Technology	PA
918	Seagen, Inc.	Health Care	WA
920	Kirby	Transportation	TX
921	Rollins	Business Services	GA
923	Terminix Global Holdings	Business Services	TN
924	Franchise Group, Inc	Retailing	VA
925	West Pharmaceutical Services	Health Care	PA
926	Portland General Electric	Energy	OR
927	Flagstar Bancorp, Inc	Financials	MI
928	Renewable Energy Group	Energy	IA
930	SkyWest	Transportation	UT
932	BWX Technologies	Aerospace & Defense	VA
933	OGE Energy	Energy	OK
934	Nordson	Industrials	OH
935	Caleres	Retailing	MO
937	AAR	Aerospace & Defense	IL
938	Apollo Global Management	Financials	NY
939	Amedisys Inc.	Health Care	LA
940	Wynn Resorts	Hotels, Restaurants & Leisure	NV
941	Hain Celestial Group	Food, Beverages & Tobacco	NY
942	SBA Communications	Financials	FL
944	Chemed Corp	Health Care	OH
945	Aerojet Rocketdyne Holdings	Industrials	CA
946	Hyatt Hotels	Hotels, Restaurants & Leisure	IL
947	LHC Group	Health Care	LA
948	BGC Partners	Financials	NY
949	G-III Apparel Group	Apparel	NY
950	Benchmark Electronics	Technology	AZ

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Fortune 1000 without Latinos on Board of Directors**

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2021 Fortune Rank	Company Name	Industry	HQ State
952	CoreLogic, Inc.	Financials	CA
953	Air Lease Corporation	Transportation	CA
954	NewMarket	Chemicals	VA
956	Amneal Pharmaceuticals, Inc.	Health Care	NJ
958	Bruker	Technology	MA
959	Cheesecake Factory	Hotels, Restaurants & Leisure	CA
960	Rexnord	Industrials	WI
962	Modine Manufacturing	Motor Vehicles & Parts	WI
963	Zynga	Technology	CA
964	Belden	Industrials	MO
965	Murphy Oil	Energy	AR
966	Range Resources	Energy	TX
967	B&G Foods, Inc.	Food, Beverages & Tobacco	NJ
968	Vail Resorts	Hotels, Restaurants & Leisure	CO
969	Five Below, Inc.	Retailing	PA
970	First Citizens BancShares, Inc.	Financials	NC
971	HNI	Household Products	IA
972	New Jersey Resources	Energy	NJ
973	Edgewell Personal Care	Household Products	MO
974	TTEC Holdings, Inc.	Technology	CO
976	DexCom, Inc.	Technology	CA
977	Green Plains	Energy	NE
978	Teledyne FLIR	Technology	CA
979	E.W. Scripps Company	Media	OH
980	Dropbox, Inc.	Technology	CA
981	Universal	Food, Beverages & Tobacco	VA
983	Newmark Group	Financials	NY
984	Revlon	Household Products	NY
985	Covanta Holding Corporation	Business Services	NJ
986	ChampionX Corporation	Energy	TX
987	EchoStar	Technology	CO
989	Valhi, Inc.	Chemicals	TX
990	Guess	Retailing	CA
991	Harsco Corporation	Business Services	PA
993	Clearwater Paper Corp	Materials	WA
994	Live Nation Entertainment	Hotels, Restaurants & Leisure	CA
995	BioMarin Pharmaceutical Inc.	Health Care	CA
996	Surgery Partners, Inc.	Health Care	TX
999	Spire Inc.	Energy	MO
1000	Clear Channel Outdoor Holdings	Business Services	TX

METHODOLOGY

The Latino Board Tracker (Tracker) developed by the Latino Corporate Directors Association evaluates, identifies, and measures Latino/a directorship representation on companies ranked on the Fortune 1000 list annually. LCDA tracks Fortune 1000 board of directors to provide a measurement of the representation and progress of US Latinos in corporate governance and to allow for comparable statistics based not on a discrete list of identical companies but on the Fortune-listed companies in the given years for which the research was conducted.

Since public companies are not required by the SEC to publicly disclose the gender, race, or ethnic composition of their boards, LCDA initiated the Tracker to measure Latino board movement and create a platform to invite directors and companies to engage with LCDA in fortifying and confirming the dataset. LCDA follows the model of the SEC and federal bi-partisan legislation¹ that promotes “self-identification” by directors for companies to disclose and track the race and ethnic composition of their boards.

US Latino Definition

For the purpose of this initiative, research was conducted to compile data identifying individuals who reside in the US and/or “self-identify” as US Latino. According to HR reporting guidelines defined by US Census Bureau and the US Office of Management and Budget’s Directive 152, a Hispanic/Latino(a) is defined as a US citizen, a noncitizen national of the United States, or a lawful permanent resident of the United States who is of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origins

Identification Process

To confirm the “self-identification” designation, LCDA consults Securities and Exchange Commission (SEC) annual filings including proxy statements and Form 10-K and Form 10-K/A that identify race or ethnicity. The 2019 SEC guidance states that if an individual discloses any self-identifying diversity characteristics and consents to the disclosure of those characteristics, they would expect the company to identify those characteristics and discuss how they were considered in their filings.

If information is unavailable from SEC filings, LCDA conducts qualitative research to carefully assess race and ethnicity through a variety of publicly available information sources. These include company investor relations websites, LinkedIn profiles, press releases, leading news sites, as well as through identifying affiliations between individuals and relevant associations and organizations focused on race and/or ethnicity, such as Hispanic Alliance for Career Enhancement (HACE), Latino Leaders and Hispanic Executive.

If identity is not confirmed with these identifiers, LCDA and LCDA affiliates attempt to engage the individual or company to confirm designation as US Latino/a.

Board Size

Each company’s total number of directors was collected from select sources including researcher Equilar, company websites, and Securities and Exchange Commission (SEC) annual filings submitted as of the reporting timeframe.

Disclaimer

While LCDA makes every attempt to ensure that information contained in the Tracker has been obtained from reliable sources, LCDA is not responsible or liable for any errors or omissions or for the results obtained from the use of this information. The information contained in the Tracker is provided on an “as is” basis with no guarantees of completeness, accuracy, timelines or for the results obtained from the use of this information.

<https://www.congress.gov/bill/116th-congress/house-bill/1018/text>

<https://wonder.cdc.gov/wonder/help/populations/bridged-race/directive15.html>

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ABOUT LATINO CORPORATE DIRECTORS ASSOCIATION

The Latino Corporate Directors Association (LCDA) is a national member-based organization promoting C-level and board diversity to maximize business success. LCDA serves as an advocate and resource to corporate boards, search firms, private equity, and institutional investors interested in gaining access to exceptional Latino board talent. Our program areas focus on growing the supply of high-caliber boardroom candidates and providing quality corporate governance programming for experienced and aspiring directors.

To learn more, visit www.latinocorporatedirectors.org

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Vice President, Programs & Operations

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Vice President, Advocacy and Demand

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