REPRESENTING THE LEADING BRANDS IN RETAIL.

EXPLORE WHAT RILA HAS TO OFFER.

Retail Membership Kit.
WHO WE ARE

The Retail Industry Leaders Association (RILA) is the US trade association for retailers that have earned leadership status by virtue of their sales volume, innovation or aspiration. We convene decision-makers to collaborate and gain from each other's experience. We advance the industry through public-policy advocacy and education. And through research and thought leadership, we propel developments that foster both economic growth and sustainability. Our aim is bold but simple: to elevate a dynamic industry by transforming the environment in which retailers operate.

As the retail industry's advocate in Washington, RILA is a trusted source dedicated to telling the retail industry's story and informing lawmakers of the impact and consequences of the decisions they make. On the retail operations side, RILA provides a forum where members can conduct discussions aimed at understanding common operational practices, areas of concern and pragmatic solutions to problems. And our educational events are second to none.

RILA is structured to focus on core areas where retailers can network to make a difference.

- Asset Protection
- Finance
- Human Resources
- Legal & Compliance
- Public Policy & Advocacy
- Supply Chain
- Sustainability & Energy
- Technology & Innovation

WHAT WE BELIEVE:

- Retail is vital.
- Retail is ever-evolving.
- The customer experience is as important as the transaction.
- Collaboration makes retailers better competitors.
- We are our members.

“My experience serving on RILA's board to date has shown me what incredible things our industry can accomplish when we work together on a shared vision for retail. As chair, I'm thrilled to be able to continue working so closely with fellow leaders to build upon our successes and help shape the future of our industry”

— Mary Dillon, Chief Executive Officer, Ulta Beauty Chairperson, RILA Board of Directors
BOARD OF DIRECTORS

*Mary Dillon
Chairperson
CEO, Ulta Beauty

*Todd Vasos
Vice Chairman
CEO, Dollar General Corporation

*Alex Gourlay
Secretary
Co-COO, Walgreens Boot Alliance, Inc. & President, Walgreens Co.

*Richard Johnson
Treasurer
President & CEO, Foot Locker, Inc.

Brian Cornell
Immediate Past Chairman
Chairman & CEO, Target Corporation

Corie Barry
CEO, Best Buy Co., Inc.

Dagmar Boggs
Chief Retail Sales & Bottler Operations Officer, The Coca-Cola Company

Mark Breitbart
President & CEO, Banana Republic, Gap Inc.

Martin Butler
Vice President, Consumer Industry USA, IBM Corporation

Michael Duffy
Chief Executive Officer, C&S Wholesale Grocers, Inc.

*Marvin Ellison
President & CEO, Lowe’s Companies, Inc.

Fabian Garcia
President, North America, Unilever

*Alex Gourlay
Co-COO, Walgreens Boot Alliance, Inc. & President, Walgreen Co.

Alan Hoskins
Chief Executive Officer, Energizer Holdings, Inc.

Joe Jensen
VP, Internet of Things Group & General Manager Retail Solutions Division, Intel Corporation

*Richard Keyes
President & CEO, Meijer, Inc.

Craig Menear
Chairman, CEO & President, The Home Depot, Inc.

Steve Rendle
President & CEO, VF Corporation

Jill Standish
Senior Managing Director, Global Retail Consulting Practice, Accenture

*William Rhodes
Chairman, President & CEO, AutoZone, Inc.

J.K. Symancyk
President & Chief Executive Officer PetSmart, Inc.

Brian Dodge
President, RILA

*Executive Committee Member

The Retail CEO Forum (formerly known as the Leadership Forum) is the once-yearly, invitation-only conference event for the leading CEOs in the retail industry.

Limited to 100 hand-selected retail industry executives, this elite gathering offers two full days of meeting, networking and exchanging ideas. The most powerful U.S. retail and product manufacturer CEOs, along with a few select members of their C-suite teams, attend, to share business insights, assess trends and tackle the critical issues facing the retail industry today and in the future.
GOVERNMENT AFFAIRS

COUNCILS, COMMITTEES, AND WORKING GROUPS

PUBLIC POLICY STEERING COMMITTEE
Senior-most government affairs executives for Premier Retail Member companies, following the direction of the Board, help set the strategy of RILA’s public policy work.

GOVERNMENT AFFAIRS COMMITTEE
Senior government relations executives from retail member companies shape RILA’s public policy agenda and advocacy efforts at the federal level.

STATE AFFAIRS COMMITTEE
State government relations executives share information about trends in state and local governments affecting retail and strategize on RILA’s public policy response.

COMMUNICATIONS COMMITTEE
Senior-most retail communicators can network with peers and discuss issues of common interest, including leading communications practices and issues with implications across the retail industry, such as cybersecurity and disaster response.

RETAIL BENEFITS COUNCIL
The Retail Benefits Council, formerly known as the Health Care Committee, is comprised of senior health and benefits executives, as well as government affairs professionals, focused on operational issues, policy development, and federal regulatory and legislative activities. The group strategizes on employee offerings and how those fit into the 21st century retail workforce.

LABOR & EMPLOYMENT COMMITTEE
Labor and human resources executives focus on employment and labor issues affecting the retail industry, such as wage/hour developments, discrimination, labor management matters and unionization issues. Areas of discussion include federal legislative and regulatory action around issues such as the Department of Labor’s overtime regulations, EEOC activity, and the National Labor Relations Board’s ruling on representation case procedures, in addition to the Specialty Healthcare and Browning-Ferris Industries case decisions.

INTERNATIONAL TRADE COMMITTEE
Vice presidents, directors, managers and analysts of trade, customs and import compliance focus on trade, both import and export issues, as well as global retailing issues.

TAX ADVISORY COUNCIL
The Tax Advisory Council is comprised of the senior most tax executives of RILA’s retail member companies. This committee serves as the strategic counsel for public policy tax issues and provides input to the Public Policy Steering Committee (PPSC) on priorities and objectives for tax-related public policy.

TAX COMMITTEE
Retail tax executives focus on federal legislative and regulatory tax issues impacting the retail industry. In order to provide input, feedback, and leadership on the tax issues of the day, the RILA Tax Committee works with the Internal Revenue Service, the Treasury Department and the tax committees of Congress on a routine basis.

PAYMENTS COMMITTEE
Finance, payments, legal and government relations executives provide insight and guidance on issues such as interchange fees, virtual currency, EMV migration, access to credit and gift cards.

RESOURCES

RILA Report: Government
This weekly e-newsletter, distributed to RILA member companies, provides current information on legislative issues important to the retail community.

LEARN MORE, GET INVOLVED.
RILA.ORG/FOCUS-AREAS/PUBLIC-POLICY
GENERAL COUNSEL COMMITTEE
The RILA General Counsel Committee addresses the broad array of legal, operational and policy challenges that retail companies face and provides advice and direction to RILA on strategies to assist retailers in meeting these challenges. The chief legal officer or the general counsel of each RILA retail member is invited to join the committee. The committee meets in-person twice each year and conducts conference calls as needed.

COMPLIANCE COUNCIL
Chief compliance officers address issues that affect the retail environment and its vast scope of transactions, customers, employees, locations, and modes of media as well as the legal environment of compliance with a wide variety of federal and state laws covering many legal areas.

LEGAL DIRECT REPORTS (L2) COMMITTEE
The senior-most attorneys, reporting directly to the General Counsel, strategize and exchange information on retail law challenges, trends, and best practices to enhance legal department effectiveness.

CONSUMER PRODUCTS COMMITTEE
The Consumer Products Committee serves as a forum for sharing information specific to retailers’ product safety compliance challenges, including proposed legislation and regulations and new compliance trends. The Product Safety Committee is comprised of companies’ quality assurance, product stewardship, sourcing, legal, and government affairs professionals.

CUSTOMS COMMITTEE
Customs compliance executives come together to discuss and exchange information on compliance issues facing member companies to devise the best policy/government relations strategy to support retail member companies.

ENVIRONMENTAL COMPLIANCE COMMITTEE
Environmental compliance officers convene to advance environmental compliance for the retail industry by educating stakeholders, enriching technical knowledge and leadership skills, sharing leading practices, and communicating with regulators to advocate for retail reform.

RESOURCES
RILA Retail Law Conference
RILA’s annual Retail Law Conference is designed specifically for in-house legal counsel from all retail channels. The conference provides retail executives the opportunity to connect with peers and hear from expert speakers from leading retail companies, government, and select law firms on the most pressing issues facing retail lawyers.

Retail Litigation Center
The Retail Litigation Center (RLC) is a 501(c)(6) membership association and membership is open to all retailers, as well as to related legal service providers. Retail members help us give voice to the retail industry in legal proceedings.
SUPPLY CHAIN COUNCILS, COMMITTEES, AND WORKING GROUPS

SUPPLY CHAIN LEADERS COUNCIL
Senior-most supply chain executives of retail member companies gather to network, explore, and critique the business implications of a wide spectrum of supply chain issues and to provide RILA's strategic direction in this area.

DIGITAL RETAIL COUNCIL
Senior executives responsible for the integration of in-store and digital operations come together and improve industry-wide omnichannel capabilities by facilitating information sharing and research through a trusted forum.

TRANSPORTATION & INFRASTRUCTURE COMMITTEE
Vice presidents and directors address operational and policy issues within transportation and infrastructure areas that impact transportation systems and logistics operations.

INTERNATIONAL TRADE COMMITTEE
Vice presidents, directors, managers, and analysts of trade, customs, and import compliance from retail member companies focus on trade issues, including both import and export concerns, as well as global retailing issues.

CUSTOMS COMMITTEE
Customs compliance executives come together to discuss and exchange information on customs compliance issues facing member companies to devise the best policy/government relations strategy to address these issues.

DISTRIBUTION COMMITTEE
Vice presidents and directors address operational and policy issues within the distribution space that impact distribution networks/distribution center operations.

SUPPLY CHAIN STEERING COMMITTEE
Vice presidents and directors of retail and product manufacturer member companies help develop the program and structure of RILA's annual Retail Supply Chain Conference.

RTECH SUPPLY CHAIN ADVISORY COUNCIL
Supply chain technology experts work to stimulate technological innovation for the mutual benefit of the retail supply chain industry and the solution providers who offer cutting-edge solutions to problems retailers face.

RESOURCES
Coalition for Responsible Transportation (CRT) Partner
The partnership with CRT expands efforts to reduce diesel emissions in and around our nation's ports.

EPA Smartway Transport® Affiliate
As an affiliate of the EPA Smartway Transport Program, RILA helps companies learn about and generate consistent data for this industry protocol, more accurately measure their carbon footprint and make environmentally sound, but also cost-effective transportation sourcing decisions.

LINK RILA's Retail Supply Chain Conference
The premier event for retail supply chain executives. The only conference that gives you the know-how and expertise to improve your retail supply chain. Offering the best in-class educational program addressing the topics that matter most to retailers.

LEARN MORE. GET INVOLVED.
RILA.ORG/FOCUS-AREAS/SUPPLY
HUMAN RESOURCES
COUNCILS, COMMITTEES, AND WORKING GROUPS

RETAIL TALENT COUNCIL
Chief human resources executives from retail member companies meet to network and address operational challenges and trends. These leaders work collaboratively to identify opportunities in HR that could have a strategic impact on their organizations and provide direction for RILA’s efforts in the human resources discipline.

RETAIL BENEFITS COUNCIL
The Retail Benefits Council, formerly known as the Health Care Committee, is comprised of senior health and benefits executives, as well as government affairs professionals, focused on operational issues, policy development, and federal regulatory and legislative activities. The group strategizes on employee offerings and how those fit into the 21st century retail workforce.

LABOR & EMPLOYMENT COMMITTEE
Labor and human resources executives focus on employment and labor issues affecting the retail industry, such as wage/hour developments, discrimination, labor management matters and unionization issues. Areas of discussion include federal legislative and regulatory action around issues such as the Department of Labor’s overtime regulations, EEOC activity, and the National Labor Relations Board’s ruling on representation case procedures, in addition to the Specialty Healthcare and Browning-Ferris Industries case decisions.

LEARN MORE. GET INVOLVED.
RILA.ORG/FOCUS-AREAS/HUMAN-RESOURCES
FINANCE LEADERS COUNCIL
Chief accounting officers, treasurers and/or controllers discuss positions on issues relating to financial reporting, procedures and audits based on data gathered through benchmarking and best practices. The council communicates to both government and non-government agencies and rule-makers to develop and advance a better and more accurate understanding of retail industry financial practices.

TAX ADVISORY COUNCIL
The Tax Advisory Council is comprised of the senior most tax executives of RILA’s retail member companies. This committee serves as the strategic counsel for public policy tax issues and provides input to the Public Policy Steering Committee (PPSC) on priorities and objectives for tax-related public policy.

INTERNAL AUDIT COMMITTEE
Chief Audit Executives or the senior-most audit executives from member companies discuss emerging audit issues and internal controls, as well as block-and-tackle techniques for audit planning, working papers, risk assessments, and report writing. The committee also benchmarks leading practices on a variety of topics, ranging from department structure and staffing to handling more technical issues such as cybersecurity, PCI compliance, data analytics and more.

TAX COMMITTEE
Retail tax executives focus on federal legislative and regulatory tax issues impacting the retail industry. In order to provide input, feedback, and leadership on the tax issues of the day, the RILA Tax Committee works with the Internal Revenue Service, the Treasury Department and the tax committees of Congress on a routine basis.

PAYMENTS COMMITTEE
Financial, payments, legal, and government relations executives provide insight and guidance on issues such as interchange fees, virtual currency, EMV migration, access to credit and gift cards.
DIGITAL RETAIL COUNCIL
Senior-most executives responsible for the integration of in-store and digital operations come together and improve industry-wide omnichannel capabilities by facilitating information sharing and research through a trusted forum.

PRIVACY LEADERS COUNCIL
Chief privacy officers and general counsel executives address privacy issues affecting the retail industry, such as UAS and facial recognition technologies, trans-Atlantic data flows and data breach legislation. In addition to policymaking, RILA’s focus is in facilitating discussions of best practices among peers utilizing meetings, surveys, and where appropriate creating consensus documents for both internal and external use.

RTECH COUNCIL
This council is composed of retail chief innovation officers. The council acts as a pre-competitive forum to share best practices and identify potential collaborative interests and industry needs.

RTECH INNOVATION NETWORK
Convenes venture capitalists, incubators, and accelerators with a focus on retail technologies and innovations. Allowing the Center to keep a pulse on the latest ideas, technologies, and startups. The Network is a source for content at the Center’s events and distribution channel for the Center’s research.
ASSET PROTECTION

COUNCILS, COMMITTEES, AND WORKING GROUPS

ASSET PROTECTION LEADERS COUNCIL
Retail asset protection pyramid heads address key industry priorities and challenges to advance retail asset protection and enhance operational effectiveness within their respective companies.

WORKPLACE SAFETY COMMITTEE
Retail safety professionals identify smart practices for minimizing customer and employee injuries, support regulatory compliance, work to maintain strong partnerships with enforcement agencies, and assist in legislative efforts.

CRIMES AGAINST BUSINESS COMMITTEE
Corporate and field investigation managers identify emerging criminal trends, share prevention and response strategies, and develop smart practices to mitigate risks.

ASSET PROTECTION STEERING COMMITTEE
Industry leaders across retail segments work collaboratively to develop the educational content and plan for RILA’s annual Retail Asset Protection Conference.

RTECH ASSET PROTECTION ADVISORY COUNCIL
Asset protection technology experts work to stimulate technological innovation for the mutual benefit of the retail asset protection industry and the solution providers who offer cutting-edge solutions to problems retailers face in the future.

RESOURCES

Total Retail Loss Report
This unique and timely study, commissioned by the RILA Asset Protection Leaders Council, is the latest in a series of strategic research projects designed to bring new insights, tools, and techniques to help the industry better understand and tackle the problem of retail loss.

RILA Asset Protection Conference
The Retail Asset Protection Conference offers the best in-class educational program addressing the topics that matter most to retailers. As the premier event for retail asset protection executives, this is the only industry event for those that hope to gain powerful insights, extensive networking and in-depth content.
ENVIRONMENTAL COMPLIANCE COMMITTEE
Environmental compliance officers convene to advance environmental compliance for the retail industry by educating stakeholders, enriching technical knowledge and leadership skills, sharing leading practices, and communicating with regulators to advocate for retail reform.

SUSTAINABILITY COMMITTEE
Sustainability and CSR executives convene to advance more environmentally sustainable and circular business opportunities, including greenhouse gas emissions reduction, the efficient and responsible use of natural resources, and product- and material-lifecycle value retention. The committee meets twice per year in person and bi-monthly via conference call.

RESPONSIBLE SOURCING COMMITTEE
Retail executives working on responsible and ethical sourcing and social compliance convene to advance the performance of their supply chains, with a specific focus on relationships with suppliers to ensure compliance and drive continuous improvement in existing and emerging sourcing regions. The committee meets twice per year in person and bi-monthly via conference call.

ZERO WASTE COMMITTEE
Retail waste management professionals convene to advance materials management throughout their supply chains to improve diversion and explore collaboration on the path to a more circular economy. The committee meets monthly via conference call.

RESOURCES
In the past decade, retailers have been fined upwards of $270 million dollars for hazardous waste and other environmental violations. RILA’s Retail Compliance Center is the only resource focused on helping retailers improve environmental compliance and integrate sustainability into their operations. Since launch, the Retail Compliance Center has released state enforcement reports, conducted regional trainings across the country, and developed program management and benchmarking tools for the retail sector. Learn more at www.rilacompliance.org.

Retail Sustainability Management Maturity Model & Worksheet
The model and associated worksheet are tools for sustainability executives to identify management practices that will drive improved corporate and environmental performance. The model represents the collective knowledge of many industry experts and numerous retailers.

Retail Energy Management Program
Retail energy managers convene to advance the energy efficiency of facilities and electricity procurement practices – including the economical procurement of renewable and alternative energy. The committee meets twice per year in person and monthly via conference call.

Retail Sustainability Management & Energy Management Resource Libraries
Retailers can refer to either Resource Library for specific tools, case studies, and further opportunities to help them progress the maturity of their sustainability and energy management programs.
SENIOR STAFF

Brian Dodge
President

Micheal Hanson
SEVP, Public Affairs

Jenny Keehan
SEVP, Member Services

Deborah White
SEVP & GC, RILA President, RLC

Jason Brewer
EVP, Communications & State Affairs

Lisa LaBruno
EVP, Retail Operations & Innovation

Kathleen McGuigan
EVP & Deputy General Counsel

Austen Jensen
SVP, Government Affairs

Nicholas Ahrens
VP, Innovation

Evan Armstrong
VP, Workforce

Tom Casey
VP, Legal Affairs

Jess Dankert
VP, Supply Chain

Dave Koenig
VP, Tax

Melissa Murdock
VP, Communications & Media Relations

Blake Harden
VP, International Trade

Tripp Taylor
VP, Business Development

Tiffin Shewmake
Exec. Director, Retail Compliance Center

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LEARN MORE. GET INVOLVED.
RILA.ORG/ABOUT-RILA/STAFF
OUR MEMBERS

LEADING COMPANIES IN EACH RETAIL VERTICAL

- 7-Eleven, Inc.
- Abercrombie & Fitch, Co.
- Academy Sports + Outdoors
- Ace Hardware
- Advance Auto Parts, Inc.
- Ahold Delhaize
- American Eagle Outfitters, Inc.
- Apple Inc.
- Auto Plus Auto Parts & Pep Boys Auto
- AutoZone, Inc.
- Best Buy Co., Inc.
- Big Lots Stores, Inc.
- Blain’s Farm & Fleet
- Blinq.com
- Burlington Stores, Inc.
- Canadian Tire Corporation, Limited
- CarMax, Inc.
- Carter’s, Inc.
- Chico’s FAS, Inc.
- Claire’s Stores, Inc.
- Columbia Sportswear Company
- Costco Wholesale Corporation
- Cracker Barrel Old Country Store, Inc.
- Crate & Barrel Holdings, Inc.
- CVS Health
- DICK’S Sporting Goods, Inc.
- Dillard’s, Inc.
- Dollar General Corporation
- Dollar Tree, Inc.
- Designer Brands, Inc.
- Express, LLC
- Five Below
- Floor & Decor
- Foot Locker, Inc.
- GameStop Corp.
- Gap Inc.
- Goodwill Industries
- Harbor Freight Tools
- H-E-B
- Hy-Vee, Inc.
- IKEA North America Services, LLC
- J.C. Penney Company, Inc.
- J.Crew Group, Inc.
- Jo-Ann Stores, LLC
- Kohl’s Corporation
- L Brands, Inc.
- Levi Strauss & Co.
- Lidl US, LLC
- Lowe’s Companies, Inc.
- Lumber Liquidators, Inc.
- Macy’s, Inc.
- Meijer, Inc.
- Navy Exchange Service Command
- New Balance Athletics, Inc.
- NIKE, Inc.
- Nordstrom, Inc.
- Office Depot, Inc.
- Oriental Trading Company, Inc.
- Pandora Jewelry LLC
- Petco Holdings, Inc.
- PetSmart, Inc.
- Publix Super Markets, Inc.
- Qurate Retail Group
- Recreational Equipment, Inc. (REI)
- Rite Aid Corporation
- Ross Stores Inc.
- Signet Jewelers
- Starbucks Coffee Company
- Tailored Brands, Inc.
- Target Corporation
- The Finish Line, Inc.
- The Home Depot, Inc.
- The Kroger Co.
- The Michaels Companies, Inc.
- The Save Mart Companies
- The TJX Companies, Inc.
- T-Mobile, USA Inc.
- Tractor Supply Company
- Transform SR Holdings
- Ulta Beauty, Inc.
- VF Corporation
- Walgreens Co.
- Walmart Inc.
- Wegmans Food Markets, Inc.
- Williams Sonoma, Inc.
REPRESENTING THE LEADING BRANDS IN RETAIL

PREMIER MEMBERS

[Logos of various companies]
WHO WE ARE

RILA is the trade association for the world's most innovative retail brands. We work to re-imagine and transform the retail ecosystem — and equip leading retailers to succeed in it.

TO LEARN MORE, VISIT RILA.ORG