

December 17, 2015

The Honorable Mitch McConnell
Majority Leader
United States Senate
Washington, DC 20510

The Honorable Harry Reid
Minority Leader
United States Senate
Washington, DC 20510

The Honorable Charles Grassley
Chairman
Committee on the Judiciary
United States Senate
Washington, DC 20510

The Honorable Patrick Leahy
Ranking Member
Committee on the Judiciary
United States Senate
Washington, DC 20510

Re: The Judicial Redress Act of 2015 (S. 1600, H.R. 1428)

Dear Senators,

The Association of Corporate Counsel, its Information Governance; IT, Privacy and eCommerce; and Law Department Management Committees, as well as the 282 general counsel signing this letter urge the Senate to take action on the Judicial Redress Act of 2015 and send it to the Senate floor for voting.

The ACC is a global bar association of in-house counsel. We have more than 40,000 members representing over 10,000 organizations in more than 85 countries. Many of our members' employers avail themselves of the U.S.-E.U. Safe Harbor Program ("Safe Harbor") to legally transfer employee and customer personal data between the United States and Europe. As legal counsel to these companies, our members have been grappling with how to comply with European data privacy laws in the wake of the Oct. 6, 2015 invalidation of the Safe Harbor by the European Court of Justice ("ECJ").

The Judicial Redress Act provides citizens of selected foreign jurisdictions with limited remedies relating to their data when shared with the U.S. government, similar to the rights that U.S. citizens enjoy under the Privacy Act of 1974. The ECJ cited European citizens' inability to seek such remedies in the United States as a reason for invalidating the Safe Harbor. The Judicial Redress Act is a narrowly tailored effort to address that European concern and an important step to reaching a new Safe Harbor agreement to restore the efficient Safe Harbor mechanism for trans-Atlantic personal data exchange.

Without a Safe Harbor or similar program between the United States and the European Union, in-house lawyers will be faced with guiding their companies through complying with the various data privacy laws of each European country in which the company does business. This increases costs of compliance and leads to greater liability risk stemming

from the handling of personal data from Europe. While larger companies may have the resources to demonstrate compliance with European data privacy laws through other mechanisms provided under the EU Data Protection Directive – model contract clauses or binding corporate rules – those mechanisms can be extremely impractical for certain businesses, and smaller companies with fewer resources may find them to be especially challenging. Further, the loss of the Safe Harbor affects companies across multiple industries, not just technology and Internet-based companies.

We recognize that the Judicial Redress Act is not a replacement for the Safe Harbor, but passing the law would signal to Europe that the United States is serious about addressing the issue of European citizens' data privacy and wants to continue having a framework to facilitate personal data transfers between our country and Europe. The Judicial Redress Act has bi-partisan support in the Congress, as well as the support of the Obama administration, the Department of Justice and federal law enforcement agencies. We strongly urge the Senate to act quickly and pass this important piece of legislation.

Sincerely,



Amar D. Sarwal
Vice President & Chief Legal Strategist
Association of Corporate Counsel

Mary Blatch
Director of Government and Regulatory Affairs
Association of Corporate Counsel

Shawn Cheadle
Chair, Information Governance Committee
Association of Corporate Counsel

Kerry Childe
Chair, IT, Privacy, and eCommerce Committee
Association of Corporate Counsel

Steven Mashal
Chair, Law Department Management Committee
Association of Corporate Counsel

Theodore Kinch
General Counsel
3dna Corporation, Inc. d/b/a
NationBuilder

Tina Benik
Vice President and General Counsel
A.W. Chesterton Company

Brian Barnabei
General Counsel
ABG Capital

Catherine Saadeh
General Counsel
ACA Compliance Group Holdings, LLC

Jason Niederkorn
General Counsel
Accuity, Inc.

Deborah Gray
General Counsel
Achievement Network Ltd

Elizabeth Duong
Vice President and General Counsel,
Business and Staffing Solutions
ACT 1 Group

Jim O'Brien
General Counsel
Actiance, Inc.

Scott J. Depta
General Counsel and Secretary
Active Power, Inc.

Darci Teobaldi
General Counsel
Advanced Bionics AG

Jessica Presswood
General Counsel
Advanced Discovery, Inc.

Deborah Schwarzer
General Counsel
Aeris Communications, Inc.

Mark Misaghi
General Counsel
Agile-1

Peter Heinecke
Acting General Counsel
Aimmune Therapeutics, Inc.

Carol Forsyte
General Counsel & Secretary
Air Lease Corporation

Jeff Shelby
General Counsel
Airbiquity, Inc.

Paula Pileggi
General Counsel
Airbus DS Communications, Inc.

Max Laun
Vice President & General Counsel
Alcoa, Inc.

Holden Bank
Chief Legal & Administrative Officer
Alem International Management, Inc.

P. Blake Allen
General Counsel
Alert Logic, Inc.

Randall Sones
General Counsel
Allegis Group, Inc.

David Graham
General Counsel
Alliance Inspection Management

Cynthia Woodruff-Neer
Chief Legal & HR Officer
Alpine Electronics of America, Inc.

Steven Rivkin
General Counsel
Altair Engineering, Inc.

Katherine Schuelke
Sr. VP, General Counsel & Secretary
Altera Corporation

Melissa Yoon
General Counsel
Ambry Genetics Corporation

Paul Jones
*Senior VP, General Counsel & Chief
Compliance Officer*
American Airlines, Inc.

William Schreiner
*Executive Vice President & General
Counsel*
Americas Insurance Company

German Salazar
Vice President, General Counsel
AmeriFirst Financial, Inc.

Daniel V. Wright
*Vice President, Corporate Counsel, and
Secretary*
Analytic Services, Inc., dba ANSER

Daniel Pugh
*General Counsel, Compliance & Risk
Management Officer*
ANCILE Solutions, Inc.

Christopher Winters
General Counsel
Appian Corporation

Barbara Sutherland
*SVP, General Counsel & Chief Claims
Officer*
Argo Group US

Yaakov Har-Oz
*Senior Vice President and General
Counsel*
Arotech Corporation

Peter Frank
General Counsel
Augur, Inc.

Pascal Di Fronzo
*Senior Vice President, General Counsel
& Secretary*
Autodesk, Inc.

Paul Sieminski
General Counsel
Automatic, Inc.

Michael Rettig
*Executive Vice President, General
Counsel*
Avantor Performance Materials, Inc.

Brian Bomstein
General Counsel & Sr. Vice President
Bayview Asset Management, LLC

Kenton Rose
*Senior Vice President, General Counsel
& Chief Administrative Officer*
Beam Suntory, Inc.

Michael Bonner
General Counsel
BG International, LLC

Barbara Fiske-Nyland
Head, Legal Affairs
Big Switch Networks, Inc.

Brenda Furlow
General Counsel
Bio-Techne Corporation

Jeanne Forneris
*Vice President Strategy & General
Counsel*
Bioventus LLC

Shannon Green
General Counsel
Blue State Digital, LLC

Javier Martell
General Counsel
Boku, Inc.

Gregg M. Gibbons
*Executive Vice President - Law and
Administration*
Bourns, Inc.

James Billingsley
*Executive Vice President, General
Counsel and Secretary*
Brand Energy & Infrastructure Services,
Inc.

Claudia Cantarella
General Counsel
Broadway Technology, LLC

Matthew Hamel
EVP, General Counsel & Secretary
Brown-Forman Corporation

Gabriel Holdsman
*SVP Legal Operations, General Counsel
US*
BTG International, Inc.

Chad Whalen
*Senior Vice President, General Counsel
& Secretary*
Calgon Carbon Corporation

Diane Ennist
*SVP, General Counsel and Corporate
Secretary*
Carey International, Inc.

James Dee
VP, General Counsel & Secretary
Carpenter Technology Corporation

Lee Brunz
General Counsel
CDK Global, LLC

Daniel J. Lemire
*Executive V.P., General Counsel &
Secretary*
Century Tokyo Leasing (USA), Inc.

Janine DuMontelle
Vice President & General Counsel
Chapman University

Timothy Bartley
*Senior V.P. Business Affairs/General
Counsel*
Charlie Palmer Group

Alan Tse
*Executive Vice President & General
Counsel*
Churchill Downs Incorporated

David Perlman
General Counsel
Citizen Watch Company of America,
Inc.

Bradley Toney
Senior Vice President, General Counsel
Classmates, Inc.

Roger O'Sullivan
General Counsel
CogState, Inc.

Alexander Baehr
SVP & General Counsel
Colliers International Group, Inc.

John Fonzo
Vice President, General Counsel
Commonwealth Marketing Group, Inc.

John W. Huleatt
General Counsel
Community Products LLC

Tetyana Buescher
General Counsel
CompuGroup Medical AG

Melanie Morgan
VP & Head of Corporate Legal
Concur Technologies, Inc.

Brian Steinkamp
General Counsel & Corporate Secretary
Contour Hardening, Inc.

Yonina Siegal
General Counsel
Cordium Consulting Limited

Stergios Theologides
*Senior Vice President, General Counsel
& Secretary*
CoreLogic, Inc.

Jonathan Coleman
General Counsel
CoStar Group, Inc.

Thaddeus Stephens
*Vice President, Corporate Development
and General Counsel*
CPP, Inc.

William Stahr
General Counsel
CTS Cement Manufacturing Corporation

Sharon Barner
Vice President - General Counsel
Cummins, Inc.

Domenick DiCicco
Global General Counsel
Cunningham Lindsey U.S., Inc.

Paul Ferdenzi
*General Counsel and Corporate
Secretary*
Curtiss Wright Corporation

Cynthia Ladd
*Senior Vice President & General
Counsel*
CytomX Therapeutics, Inc.

Francis Liesman
General Counsel
Dart Container Corporation

Deborah Shinbein
Managing Partner
Data Law Group P.C.

Michael Bross
General Counsel
Datapipe, Inc.

Steven Keller
Vice President and General Counsel
Dayco Products, LLC

Peter Carter
*Executive Vice President and Chief
Legal Officer*
Delta Air Lines, Inc.

Craig Thomas
General Counsel
Dewberry Consultants LLC

Brian Campbell
Vice President & General Counsel
Dice Holdings, Inc.

Edward Forman
*Executive Vice President, General
Counsel and Secretary*
Duff & Phelps Corporation

Gerri Kornblut
General Counsel
Dwellworks, LLC

Laura Malinasky
Vice President, General Counsel
Dynatrace LLC

Mia Chiu
General Counsel
Performance Marketing Brands, Inc.

Michael Will
*General Counsel and Director of
Strategy*
Edgeworth Economics LLC

Alex Grab
*General Counsel & VP - Strategic
Relations*
Electronics for Imaging, Inc.

Daniel Coll
Vice President, General Counsel
Elevate Services, Inc.

Richard Hoffmann
Vice President & General Counsel
EMC Insurance Companies

Matthew Dean
VP and General Counsel
Emerson Network Power

Jason Reiser
General Counsel and Vice President
eMoney Advisor, LLC

Matthew T. Myren
SVP, General Counsel and Secretary
Eneaco, LLC

Stephen Champagne
General Counsel & EVP
Enel Green Power North America, Inc.

Thomas P. Laffey
*Senior Vice President & General
Counsel*
Enterprise Holdings, Inc.

Chris Dahl
General Counsel
Evernote Corporation

Robin Foster
General Counsel, Americas
Exact Software

Thomas Chow
*General Counsel, Chief Compliance
Officer & Secretary*
Exponential Interactive, Inc.

Todd Etzler
General Counsel & VP Public Affairs
Family Express Corporation

William Garvey
Chief Legal Officer
Fantex Brokerage Services LLC

Keith Cameron
Group General Counsel
FDM Group, Inc.

Bradley J. Thies
*Senior Vice President, Law and
Administration, and General Counsel*
FEI Company

John Moss
Vice President & General Counsel
FinancialForce.com, Inc.

Paul Kaleta
Executive Vice President and General Counsel
First Solar, Inc.

Karnik Doukmetzian
General Counsel
General Conference of Seventh-Day Adventists

James Taylor
Senior Vice President & General Counsel
Gimbal, Inc.

Christopher McManus
Vice President, General Counsel & Secretary
Global Healthcare Exchange LLC

Louis Lupin
SVP, Chief Legal Officer
GlobalFoundries, Inc.

Franz Tedrowe
General Corporate Counsel
Good Times USA LLC

Dirk van de Bunt
EVP/Chief Admin Officer
Guthy-Renker LLC

Kenneth Michael Garrett
Vice President & General Counsel
HM Electronics, Inc.

John Wesley
SVP, General Counsel, Chief Ethics & Compliance
Halyard Health, Inc.

Jeffrey Marcus
General Counsel
Hay Group, Inc.

Lou Ann Koval
Chief Legal Counsel
HB Performance Systems, Inc.

James Kessler
Vice President & General Counsel
Health New England, Inc.

David Sienko
Vice President & General Counsel
Hecla Mining Company

Susan Polla Nofi
Senior Vice President, HR & General Counsel
Heidelberg USA, Inc.

Yuri Rozenfeld
President and General Counsel
Heraeus Incorporated

Paul Nightingale
Senior Vice President and General Counsel
HP Hood LLC

Heather K. Luther
Vice President and General Counsel – Americas
Israel Chemicals Ltd.

Javier Rodriguez
Chief Legal Officer
Indivior PLC

Gregory M. Giangiardano
SVP & General Counsel
Infor (US), Inc.

Micah Nesson
General Counsel
Integral Ad Science, Inc.

Adam Tachner
Vice President & General Counsel
InvenSense, Inc.

Ron Wessel
General Counsel
IQNavigator, Inc.

Michael Tyler
Senior Vice President & General Counsel
Jacobs Engineering Group, Inc.

Jamison Barr
General Counsel
Jenzabar, Inc.

Benjamin King
General Counsel
Jive Communications, Inc.

James Cook
General Counsel
Jumio, Inc

Timothy Opsitnick
Senior Partner & General Counsel
Jurinnov Ltd.

Thomas Dono
SVP, Legal Affairs & General Counsel
Key Safety Systems, Inc.

Stephan Geisler
General Counsel
Knauf Insulation, Inc.

Michael Kroul
Chief Legal Officer
KTI, Inc.

Coleman Gregory
Senior Vice President & General Counsel
Landesbank Hessen-Thuringen
Girozentrale

Julie Pacaro
General Counsel
Leadnomics

Douglas Luftman
Chief Innovation Officer & General Counsel
Lecorpio, LLC

Susan Kovach
Vice President, General Counsel & Secretary
Libbey, Inc.

Joseph Gunset
General Counsel
Lloyd's America, Inc.

Renee Skonier
General Counsel/Chief Compliance Officer
LMI Aerospace, Inc.

Robert Carlson
General Counsel and Secretary
Loram Maintenance of Way, Inc.

Kathryn Kolanda
SVP and General Counsel
Louis Vuitton North America, Inc.

Edward Brown
General Counsel
Malwarebytes Corporation

Erin Barta
General Counsel
Mannatech, Incorporated

James Hunter
*Executive Vice President & General
Counsel*
Marriott Vacations Worldwide
Corporation

Steven Kahaner
Vice President & General Counsel
Marste & Co., Inc.

Gregory Chemnitz
Vice President & General Counsel
Materion Corporation

Larry Parsons
Vice President and Chief Legal Officer
McLane Company, Inc.

Michael Torres
General Counsel
Medela, Inc.

Bradley Lerman
*Senior Vice President, General Counsel
& Corporate Secretary*
Medtronic, Inc.

Arnold S. Graber
*Executive Vice President, General
Counsel and Secretary*
Metalico, Inc.

Joseph Titlebaum
General Counsel/Chief Privacy Officer
Mezzobit, Inc.

David Westgor
General Counsel
Microvision, Inc.

Adam Ferguson
Vice President & General Counsel
Mimeo, Inc.

Kimberly Lytikainen
General Counsel
MINDBODY, Inc.

Douglas Colber
Vice President and General Counsel
Intel Group Ltd.

Michael Keefe
*Executive Vice President, General
Counsel & Secretary*
Mistras Group, Inc.

Margaret Kelsey
*VP, Legal and Corporate
Communications, General Counsel
and Secretary*
Modine Manufacturing Company

Garrett Tuttle
Vice President and General Counsel
Multivista Systems LLC

Victoria Donovan
General Counsel
National Corporate Housing, Inc.

Micah Davis
General Counsel
Nationwide Security Solutions, Inc.

Monica Weed
*General Counsel/Executive Vice
President*
Navigant Consulting, Inc

Franklin Graves
*General Counsel / Business & Legal
Affairs*
Naxos of America, Inc.

Deborah Collum
Vice President & General Counsel
NEC Energy Solutions, Inc.

Michelle Wilson
General Counsel
Neways

Lee Cheng
*Chief Legal Officer and Corporate
Secretary*
Newegg, Inc.

Matthew Heiter
*Senior Vice President and General
Counsel*
NN, Inc.

Sarah Louppe Petcher
General Counsel
Northern Virginia Association of
Realtors

Neal S. Winneg
General Counsel
nToggle, Inc.

Susan Dauber
General Counsel
Ogg Trading, LLC

Robert Scott
Vice President and General Counsel
Opal Labs, Inc.

Thomas McCabe
Senior Vice President, General Counsel
Orbital ATK, Inc.

Nicola McDowall
VP General Counsel
OTA Franchise Corporation

Mitchell Edwards
General Counsel
Overstock.Com, Inc.

Kent K. Matsumoto
*Vice President, General Counsel &
Corporate Secretary and Chief
Compliance Officer*
P. H. Glatfelter Company

Jeffrey True
*Senior Vice President & General
Counsel*
Palo Alto Networks, Inc.

Andrew Schmolka
*Senior Vice President & General
Counsel*
Penton Media, Inc.

Stephanie LaRue
EVP, General Counsel
Penn Community Bank, d/b/a First
Savings of Perkasie

Mark Ziebell
Vice President, General Counsel
Peregrine Pharmaceuticals, Inc.

Michael Bermudez
General Counsel
Perfect Commerce, LLC

Thomas G. Dagger
*SVP, General Counsel & Corporate
Secretary*
Phibro Animal Health Corporation

Matthew Dornauer
General Counsel
Phusion Projects, LLC

Michael Kitay
Vice President & General Counsel
Plan International USA, Inc.

Kenneth Fogg
General Counsel
Plantation Management Company, LLC

Richard Pickard
Vice President & General Counsel
Plantronics, Inc.

Lori Kirkham
General Counsel
PMA Group, Inc.

Lisa Kunkle
*Senior Vice President, General Counsel
& Secretary*
PolyOne Corporation

Judith Scott
*Executive Vice President, General
Counsel & Secretary*
Portfolio Recovery Associates, Inc.

David Munn
General Counsel
Pramata Corporation

John Mariano
*Senior Vice President & General
Counsel*
Precision for Medicine

Kevin A. Norris
SVP/General Counsel
ProQuest LLC

Damian Olthoff
General Counsel and Secretary
PROS Holdings, Inc.

P. Gray Finney
SVP & General Counsel
Protection One, Inc.

Scott A. Wood
*General Counsel, Secretary and Vice
President - Legal*
Prysmian Group North America

Kevin Delaney
*Senior Vice President, General Counsel
& Secretary*
Quanex Building Products Corporation

Shawn Hall
*Senior Vice President & General
Counsel*
Quantum Corporation

John Manning
General Counsel and Secretary
Rabo Agrifinance, Inc.

Reginald Michael Rasch
General Counsel & Corporate Secretary
Rakuten Marketing LLC

W. Preston Granbery
*Vice President, General Counsel &
Secretary*
Raritan, Inc.

Kristina Reed
Chief Legal Officer
RE/MAX Gold

Jennifer Duncan
General Counsel
Resortcom International

Jonathan Kaplan
General Counsel
RetailMeNot, Inc.

John Gschwind
*VP, Legal, General Counsel &
Corporate Secretary*
Rexel Holdings USA Corp.

Stephanie Clifford
Secretary and General Counsel
RGIS, LLC

Eric Drattell
Senior Vice President & General Counsel
Risk Management Solutions, Inc.

Robert Robinson
SVP, General Counsel
RMG Networks

Elizabeth Gibbs
General Counsel
Robert W. Woodruff Arts Center, Inc.

Alon Rotem
General Counsel
Rocket Lawyer Incorporated

Robert Perna
Senior Vice President, General Counsel
Rockwell Collins, Inc.

Thomas Dale
Executive Vice President & General Counsel
Rolls-Royce North America, Inc.

Jay Jolliffe
General Counsel
Roush Enterprises, Inc.

Murray McLeod
Vice President, General Counsel
Sabey Corporation

Rachel Gervin
SVP, General Counsel
Sage North America

Markus Hartmann
Vice President & North American General Counsel
Sandoz, Inc.

Jacquelyne Belcastro
Vice President & General Counsel
Sapa Extrusion Americas

Frederick Kopec
General Counsel
Scarab Consulting

Vincent Byrd
General Counsel
Search Optics, LLC

Jason P. Hood
Executive Vice President, Chief Legal Officer, and Chief Administrative Officer
Sedgwick, Inc.

Rob Boddie
General Counsel
Seneca One Finance, Inc.

Steven Reynolds
VP and General Counsel
Sensata Technologies, Inc.

Diane Pyron
VP, Chief Legal Officer
SevOne, Inc.

William Haynes
Executive Vice President & General Counsel
SIGA Technologies, Inc.

Edward Lopez
Chief Legal & Administrative Officer
Silicon Image, Inc.

Chip Trimmier
Capture & Proposal Manager / General Counsel
SIMmersion LLC

Michael Meltzer
General Counsel
Sirota Consulting LLC

Zola-Mari Salako
General Counsel
Six Foot, LLC

Gordon Eng
*General Counsel & Chief Compliance
Officer*
SKY Harbor Capital Management, LLC

James Hall
EVP & General Counsel
Skyview Captal, LLC

Lance Levy
Senior Vice President, General Counsel
Smartbear Software, Inc.

Irwin Shur
*Vice President, General Counsel &
Secretary*
Snap-on Incorporated

Christina Demory
General Counsel
Snow Companies, Inc.

Nathan Fagre
*Senior Vice President, General Counsel
and Secretary*
Spectrum Brands Holdings, Inc.

Frank Chesky
Vice President & General Counsel
Sportech, Inc.

Patrick Kelvie
General Counsel
SRAC Holdings I, Inc.

Michael Mess
General Counsel
Stage Capital

Sherie Edwards
VP, Corporate and Legal
State Volunteer Mutual Insurance Co.

Brett Johnson
General Counsel
StorageCraft Technology Corporation

Roy Hibberd
General Counsel
Stroll LLC

Ann Moceyunas
General Counsel
Surgical Information Systems, LLC

Sandra Loder
SVP & Chief Legal Counsel
Symphony Performance Health

Aparna Reddy
General Counsel
Synack, Inc.

Sherry Abbott
General Counsel
Targus Group International, Inc.

William Bowlds
General Counsel
TBC Holdings

Rafael Aguirre-Sacasa
General Counsel
Teradici, Inc.

Roger Herdrich
General Counsel
The M & R Companies

Peter Schaefer
General Counsel
The Mark Travel Corporation

Paul Griffin
General Counsel
The Select Group

Joanna Aman
General Counsel
The Suddath Companies

Adolph Fellmeth
General Counsel
The Vitec Group PLC

Gregory Kolton
Vice President and General Counsel
TRANZACT Technologies, Inc.

Yvonne Schroeder
General Counsel & Secretary
Trojan Battery Company, LLC

Max Ochoa
*General Counsel and Corporate
Secretary*
Turn, Inc.

J. Alison Alfery
Chief Legal Officer
TwentyEighty Inc.

Suk Kim
Vice President and General Counsel
Urban Airship, Inc.

John Liu
Vice President/General Counsel
US Core Holdings LLC

Phil Williams
General Counsel
V-Soft Consulting Group, Inc.

Gregory Robbins
*Senior Vice President & General
Counsel*
Veeco Instruments, Inc.

Julie Brooks
*Executive Vice President, General
Counsel and Secretary*
Veracyte, Inc.

Bronwyn E. Savary
*Senior Vice President & General
Counsel*
Verimatrix, Inc.

Daniel Smith
General Counsel
Videology, Inc.

Mark Flynn
EVP, General Counsel and Secretary
Virtus Investment Partners, Inc.

Sven P. Zabka
Chief Legal Officer
VisiQuate, Inc.

Mark Baggio
VP, General Counsel & Secretary
Vistex, Inc.

Jay Spitzen
General Counsel
Vocera Communications, Inc.

Kristie Scott
General Counsel
Vocus, Inc.

Alexia Henriksen
SVP General Counsel
Volvo Financial Services

Laurent Campo
Vice President & General Counsel
VoxTec International, Inc.

Michael Megaard
*General Counsel and Executive Vice
President*
Wagstaff, Inc.

Richard Clampitt
VP, General Counsel
WD-40 Company

Susan Dunn
General Counsel
WePay, Inc.

David Reesman
Vice President - General Counsel
Westat, Inc.

Julie Gerron
General Counsel
Westwood Holdings Group, Inc.

Reena Lalji
General Counsel
Wilshire Associates Incorporated

Troy Calkins
*Executive Vice President, General
Counsel & Secretary*
Workiva, Inc.

Andrea Carska-Sheppard
General Counsel
Workplace Options, Inc.

Erika Schenk
*General Counsel & Vice President of
Compliance*
World Wide Technology, Inc.

Blake Timothy Bilstad
SVP; General Counsel; and Secretary
World Wrestling Entertainment, Inc.

Colleen Pouliot
General Counsel and Secretary
Xactly Corporation

Stephen Hicks
General Counsel
Ziff Davis, LLC

Chad F. Phipps
*Senior Vice President, General Counsel
& Secretary*
Zimmer Biomet Holdings, Inc.

Charles Duke
General Counsel
Zippo Manufacturing Co.