



May 14, 2018

The Honorable Yvette Clarke
U.S. House of Representatives
2058 Rayburn House Office Building
Washington, DC 20515

The Honorable Robin Kelly
U.S. House of Representatives
1239 Longworth House Office Building
Washington, DC 20515

The Honorable Bonnie Watson Coleman
U.S. House of Representatives
1535 Longworth House Office Building
Washington, DC 20515

The Honorable Emanuel Cleaver II
U.S. House of Representatives
2335 Rayburn House Office Building
Washington, DC 20515

Representatives Clarke, Kelly, Coleman, and Cleaver,

I write in response to your letter of May 11, 2018, and to inform you the Amazon Board of Directors has adopted a policy that the Nominating and Corporate Governance Committee include a slate of diverse candidates, including women and minorities, for all director openings. This policy formalizes a practice already in place.

We reached this decision after listening to your feedback as well as that from Amazon employees, shareholders, and other stakeholders about the Board diversity proposal. These conversations led us to reconsider both our decision on the shareholder proposal and how we explained our initial recommendation.

Amazon has hundreds of millions of customers who benefit from diversity of thought, and we are working to develop leaders and shape future talent to help us meet the diverse needs of our customers around the world. We take this work very seriously and have a team devoted to recruiting, developing, and retaining a talented, diverse set of employees. Our diverse perspectives come from many sources, including gender, race, age, national origin, sexual orientation, disability, culture, and education, as well as professional and life experience. We approach diversity like we approach our business – we innovate, we invent, and we strive continuously to be better.

We are building mechanisms that improve employee diversity – approaching this through both our hiring and retention efforts. We have made a concerted effort to ensure that our hiring loops are diverse. We recruit at a broad range of schools including historically black colleges and Hispanic-serving institutions and forge relationships with diverse student groups to foster a robust pipeline of diverse candidates. Further, in June 2016 we signed the White House Equal Pay Pledge, pledging to institute equal pay efforts. A review of our 2017 compensation awarded in 2017, including both base and stock, shows that women earned 101.5 cents

601 New Jersey Ave., NW
Washington, DC 20001

for every dollar that men earned in the same jobs, and that minorities earned 100.5 cents for every dollar that white employees earned in the same jobs.

We know that diversity and inclusion are good for our business and our customers. That's why we want the best builders of all backgrounds working at Amazon. We remain steadfast in our commitment to diversity and inclusion. These are enduring values for us, which are embodied in our Leadership Principles.

Thank you again for your correspondence. I can assure you that diversity will continue to be an important consideration across everything that we do.

Sincerely,

A handwritten signature in black ink, appearing to read "Brian Huseman". The signature is fluid and cursive, with a large initial "B" and a long, sweeping underline.

Brian Huseman
Vice President, Public Policy