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STATEMENT FOR IMMEDIATE RELEASE
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**Human Capital Management Coalition Commends SEC's Investor Advisory Committee.
IAC Recommends Identifying Strategies to Modernize Reporting on Human Capital Management.**

Detroit, Michigan...The Human Capital Management Coalition (HCMC) applauds the U.S. Securities and Exchange Commission's Investor Advisory Committee (IAC) for recommending that the Commission use its considerable convening power to identify strategies with investors, the business community, academia, and other stakeholders and interested parties on modernizing human capital reporting from U.S. public companies. The IAC made the recommendation this past Thursday, March 28, at its in-person meeting. The HCMC supported the recommendation in its comment [letter](#) to the IAC dated March 22, 2019.

"As the agency charged with protecting investors and ensuring the U.S. capital markets remain fair, orderly, and efficient, the Commission is the most appropriate venue for an independent and fully transparent multi-stakeholder dialogue on modernizing human capital reporting," said Cambria Allen-Ratzlaff, chair of the HCMC and Corporate Governance Director, UAW Retiree Medical Benefits Trust. "We commend the IAC's decision and stand at the ready to support the Commission's important work in this area."

The HCMC filed its [rulemaking petition](#) in July 2017, calling for stronger human capital reporting from companies out of concern that corporate financial reporting to investors has become outdated: current reporting standards only require companies to disclose the number of employees. This requirement was adopted in 1973 when the majority of a company's value came from land, equipment, and other tangible assets.

Today, company value is increasingly intangible. It is human capital—the collective knowledge, skills, and experiences of the workforce—that drives innovation while ingenuity and the ability to quickly adapt to novel technologies are the keys to lasting success. As investors and stewards of capital on behalf of our beneficiaries and clients, HCMC members consider effective human capital management fundamental to navigating shifts and ensuring the ongoing creation and preservation of long-term shareholder value.

"People create value – and that's why investors should know more about how businesses treat, train, and manage their workers, including concrete performance metrics. The IAC's recommendation that the Commission initiate a process and multi-stakeholder dialogue to modernize human capital reporting is a strong step forward for investors, the business community, workers, and our 21st Century economy," said New York City Comptroller Scott M. Stringer. "We stand ready to support the Commission's work to come."

Established in 2013, the HCMC is a cooperative effort among 25 institutional investors representing over \$3 trillion in assets to further elevate human capital management as a critical component in company performance and in the creation of long-term value. More information about the Coalition is available at <http://www.uawtrust.org/hcmc>.
