

2021 Summary of Director Experience and Qualifications

The matrix below highlights several of the experiences, qualifications, attributes, and skills of our directors. While these characteristics are considered by the Board and the Nominating and Corporate Governance Committee in connection with the director nomination process, the following matrix does not encompass all experience, qualifications, attributes, or skills of our directors.

	Digital	International	Senior Executive	High-Growth at Scale	Public BoD	Risk Management	Finance & Accounting	Subscription or D2C	Cybersecurity	M&A	Education or Non-profit	ESG
Sarah Bond	X	X	X	X	X	X	N/A	X	X	X	N/A	X
Renee Budig	X	X	X	X	X	N/A	X	X	N/A	X	N/A	N/A
Paul LeBlanc	X	X	X	N/A	N/A	X	X	X	X	X	X	X
Marne Levine	X	X	X	X	N/A	X	N/A	X	N/A	X	X	X
Marcela Martin	X	X	X	X	N/A	X	X	X	N/A	X	N/A	X
Dan Rosensweig	X	X	X	X	X	X	X	X	X	X	X	X
Richard Sarnoff	X	X	X	X	X	X	X	X	N/A	X	X	N/A
Ted Schlein	X	X	X	N/A	X	N/A	X	X	X	X	X	X
Melanie Whelan	X	X	X	N/A	N/A	N/A	N/A	X	N/A	X	X	N/A
John York	X	X	X	N/A	N/A	X	X	N/A	N/A	X	N/A	X
	Experience with Technology, digital and social media, or partnerships.	Experience with international operations.	Experience as a CEO or senior executive at a public company or other large organization.	Experience with High-growth organization with \$5+ billion annual revenue.	Experience as a director of another Public company.	Expertise in risk management.	Expertise in financial statements and accounting.	Experience with direct to consumer or subscription services.	Expertise in technology and cybersecurity.	Expertise in M&A, debt and equity financings and other strategic transactions.	Expertise in education or non-corporate (non-profits).	Leadership experience with ESG, sustainability, or diversity and inclusion.