



**National Industry Liaison
Group™**
Working together towards equality in the

National Industry Liaison Group Board Announcement Remembrance of Kenneth E. Coles, September, 2009

It is with great sadness that the National Industry Liaison Group Board shares with you the news of the death of Ken Coles, a long-time and well-respected member of, and friend to, Industry Liaison Groups. Ken passed away on September 7, 2009, after a long battle with heart disease.

Ken worked for Bayer Business and Technology Services, serving as Corporate Head of EEO in the Shared Services Center. In this role, Ken directed the Affirmative Action Compliance and Diversity efforts for the Company. Ken's career with Bayer began in 1974 and spanned 35 years, serving in areas such as Employee Relations, Recruiting, Management Development and Employee Training, Affirmative Action/Equal Employment Opportunity and Diversity.



Ken was active in many professional organizations to include the Chemical Industries for Minorities in Engineering and Science, Equal Employment Advisory Council Board Member, and Board member of the Center of Corporate Equality, serving in 2008 as its first Chair.

During his long career, Ken has been a long-time member of various Industry Liaison Groups. He has been a member of the Pittsburgh ILG for over 25 years, and served as the Chair for five years. He has also been a member of the Mid Atlantic ILG for 13 years, and helped to develop the structure and governance for the Steering Committee and membership guidelines. Ken also served on the National Industry Liaison Group Board, representing the Mid Atlantic region for six years, serving a term as the Vice Chairman of the Board and served as Chair of the Communications Committee. In all instances, Ken provided a clear vision of fair and equitable employment practices in the workplace, and practical and compliant application of the laws and regulations. He also welcomed many new members to the ILGs and offered them guidance and support as they traversed the landscapes of these groups. He will be remembered for his passion for fair employment, vision of fairness, and commitment to supporting ILGs. Additionally, those who knew him personally have experienced his quick wit and passion for the game of golf. He is truly a friend, and a colleague, whose impression on ILGs will remain with us.