



The Office Of State Treasurer  
Denise L. Nappier

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## News

FOR IMMEDIATE RELEASE  
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**SHAREHOLDERS TELL URBAN OUTFITTERS TO GET WITH THE TIMES**  
*TREASURER NAPPIER CALLS FOR IMMEDIATE ACTION*  
*ON DIVERSITY BY COMPANY LEADERSHIP*

HARTFORD, CT – Sending a clear message, almost half the independent shareholders at Urban Outfitters – 46 percent – have voted in favor of a resolution calling on the company’s Board of Directors to commit itself to a policy of inclusiveness and consider women and minority candidates for the Board.

The resolution was filed by the Connecticut and New York State pension funds for action at Urban Outfitters’ annual meeting on May 27.

Counting all votes, including those controlled by company management, the resolution received 33.4 percent of the vote, up from 27 percent in 2013.

In 2013, the CEO’s wife was added to the board of directors. “This pretense at diversity is inadequate when compared to what shareholders have demanded and deserved. Last week’s vote is a clarion call to action for the Board to get with the times,” State Treasurer Denise L. Nappier said.

Treasurer Nappier, describing the leadership at Urban Outfitters as archaic, said that the company’s policy on director recruitment should be as up-to-date and cutting edge as the products it sells.

“If you have ever window-shopped or spent time in Urban Outfitters, Anthropologie, or Free People clothing stores, your impression is probably that these companies are cutting edge, sophisticated, and forward thinking. They appeal to high school and college students and professionals, primarily women. What you would never guess is that the leaders of Urban Outfitters for years have refused to have a policy to even consider having women and minorities on its board of directors,” Treasurer Nappier said.

“This stands in stark contrast with the financial merits of a diverse board of directors, and the studies that show that diversity among executive leadership and directors improves company performance,” she said.

Urban Outfitters' main competitors -- Gap, Nordstrom, and Abercrombie & Fitch -- have at least one independent female director or racially diverse member on their boards of directors. And beyond this market niche, more than 80 percent of the companies in the Russell 1000 Index have at least one independent female director, as do 90 percent of the companies in the S&P 500 Index and 98 percent of the companies in the S&P 100 Index.

A recent analysis of the performance of 2,360 companies around the world over a six-year period found that women add value to corporate decision making. As the analysis described it, the majority group improves its own performance in response to minority involvement – in this case, a male dominated board adding women who are independent and accomplished in their own right. Companies with one or more women on the board delivered higher average returns on equity, better average growth and higher price or book value during those six years.

The result, according to the Credit Suisse analysis, is greater effort by all, and more attention to detail – a better outcome in a more diverse environment.

For four years, shareholders have asked Urban Outfitters to embrace the benefits of diversity and for four years, management has rejected the request. The shareholder resolution filed by the Connecticut and New York State pension funds this year called on the board of Urban Outfitters to “take every reasonable step to ensure that women and minority candidates are in the pool from which Board nominees are chosen” and to “publicly commit itself to a policy of Board inclusiveness.”

The Connecticut Retirement Plans and Trust Funds owned 23,400 shares of Urban Outfitters valued at \$783,666 as of June 3.

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