

FEIGEN ADVISORS

NEW CEO REPORT®

JANUARY - DECEMBER 2020



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The S&P 250 New CEO Class of 2020

<i>S&P 250 Company</i>	<i>CEO</i>	<i>Market Cap¹</i>	<i>Page</i>
Walt Disney Company	Robert (Bob) Chapek	\$ 328.0	3
Netflix, Inc.	Theodore (Ted) Sarandos	239.5	4
NIKE, Inc.	John Donahoe, II	223.0	5
AT&T Inc.	John Stankey	204.9	6
Abbott Laboratories	Robert Ford	194.1	7
T-Mobile US, Inc.	Michael (Mike) Sievert	167.4	8
Danaher Corporation	Rainer Blair	157.8	9
Medtronic Plc	Geoffrey (Geoff) Martha	157.7	10
United Parcel Service, Inc.	Carol Tomé	145.2	11
Boeing Company	David (Dave) Calhoun	120.8	12
International Business Machines	Arvind Krishna	112.2	13
Lockheed Martin Corporation	James (Jim) Taiclet, Jr.	99.3	14
Fiserv, Inc.	Frank Bisignano	76.3	15
Altria Group Inc	William (Billy) Gifford, Jr.	76.2	16
Becton, Dickinson and Company	Thomas (Tom) Polen	72.8	17
Dominion Energy Inc	Robert (Bob) Blue	61.3	18
DuPont de Nemours, Inc.	Edward (Ed) Breen	52.2	19
Sysco Corporation	Kevin Hourican	37.8	20
Bank of New York Mellon	Thomas (Todd) Gibbons	37.6	21
Ford Motor Company	James (Jim) Farley, Jr.	35.0	22
Marathon Petroleum Corporation	Michael (Mike) Hennigan	26.9	23
Dollar Tree, Inc.	Michael (Mike) Witynski	25.4	24
Lennar Corporation	Jonathan (Jon) Jaffe	23.3	25
Tyson Foods, Inc.	Dean Banks	23.1	26
Viatis, Inc.	Michael Goettler	22.5	27
Western Digital Corporation	David Goeckeler	16.9	28
FirstEnergy Corp.	Steven (Steve) Strah	16.6	29
Tractor Supply Company	Harry (Hal) Lawton, III	16.4	30
Nucor Corporation	Leon Topalian	16.1	31
United Airlines Holdings, Inc.	J. Scott Kirby	13.5	32
L Brands, Inc.	Andrew Meslow	10.3	33
Gap, Inc.	Sonia Syngal	7.6	34
HollyFrontier Corporation	Michael (Mike) Jennings	4.2	35

1. Market Capitalization in billions of dollars as of December 31st, 2020.



“Bob will be the seventh CEO in Disney’s nearly 100-year history, and he has proven himself exceptionally qualified to lead the Company into its next century. Throughout his career, Bob has led with integrity and conviction, always respecting Disney’s rich legacy while at the same time taking smart, innovative risks for the future.”

– Bob Iger,
Former CEO,
Disney

Robert (Bob) Chapek

Appointed	February 25, 2020
Age at Appt.	59
Succeeded	Robert Iger
Previous Role	Chairman, Disney Parks, Experiences & Products
Education	BS, Microbiology, Indiana University Bloomington MBA, Michigan State University

Road to the Top

27-year Disney veteran, joining the company from H.J. Heinz in 1993.

Track Record Highlights

Prior to joining Disney in 1993, Bob Chapek worked in brand management at H.J. Heinz Company, and in advertising at J. Walter Thompson. Early in his Disney career, he served as President of Distribution of The Walt Disney Studios, where he managed the Company’s film content distribution strategy across multiple platforms, and later as President of Walt Disney Studios Home Entertainment, where he led the organization to record-setting performances and played a key role in the commercialization of the Studio’s film business. Chapek served as Chairman of Walt Disney Parks & Resorts from 2015 and as Chairman of Disney Parks, Experiences & Products since the segment’s creation in 2018. During his tenure, Disney Parks saw the largest investment and expansion in its sixty-year history.

On COVID-19

“While the pandemic continues to impact our company, the prolonged situation has prompted us to find new and innovative ways to deal with the difficult and often unpredictable challenges we’re facing. We successfully made adjustments and have resumed many of our operations, clearly demonstrating the resiliency The Walt Disney Company is known for.”



“Ted’s been instrumental to our success as a company. While I saw streaming coming and pushed for it, Ted drove the revolution in our content strategy, which was way ahead of its time and has been key to our continued success. It was typical of his ability to see where the industry and consumer tastes are headed. He’s built an extraordinary team, attracting some of the most creative and best entertainment executives from all around the world.”

– Reed Hastings,
Founder & Co-CEO

Theodore (Ted) Sarandos

Appointed	July 14, 2020
Age at Appt.	55
Succeeded	NA (<i>joins Reed Hastings as Co-CEO</i>)
Previous Role	Chief Content Officer
Education	Attended Arizona State University

Road to the Top

Veteran of the video distribution business, joined Netflix in 2000 from Video City.

Track Record Highlights

From 1983 to 1988, Ted Sarandos managed eight retail video stores in the “Arizona Video Cassettes West” chain. In 1988 Sarandos became Western Regional Director of Sales and Operations for one of the largest video distributors in the United States, East Texas Distributors (ETD). From 1999 to 2000, Sarandos was Vice President of Product and Merchandising for Video City/West Coast Video, a chain with almost 500 stores. In 2000 Sarandos joined Netflix as Chief Content Officer, in which role he oversaw the teams responsible for the acquisition and creation of all Netflix content, including original series and films. Sarandos led Netflix’s transition into original content production.

On COVID-19

“It’s been remarkable how nimble the teams have been, going from full-blown production to completely shut down to ramping back up all over the world in the space of a few months. I think some of the things like the safety protocols that we’re putting into place around the world will become a permanent part of production, which is a good thing. I think this time in between the shutdown and ramping back up, the extra time that was spent on scripts and development and preparedness, will make the shoots actually more efficient, which I think will stick around.”



John Donahoe, II

Appointed	January 13, 2020
Age at Appt.	59
Succeeded	Mark Parker
Previous Role	President and CEO, ServiceNow, Inc.
Education	AB, Dartmouth College MBA, Stanford University

Road to the Top

A varied career in management, joined Nike as a Director in 2014.

Track Record Highlights

From 1982 to 2005, John Donahoe held various leadership roles at Bain & Company. He joined eBay, Inc. in 2005 and served as its President and CEO from 2008 to 2015. From 2017 to 2019 he served as President and CEO at ServiceNow, Inc., a provider of enterprise cloud computing services. Mr. Donahoe has been a director of Nike since 2014.

On COVID-19

“We’re also continuing to deal with the COVID-19 pandemic, which has had a profound impact on the lives of so many across the globe. And throughout all of this, we have led with our values. We have executed with empathy and decisiveness. We prioritized the health and safety of our teammates by closing stores, offices and other facilities. We committed to provide pay continuity for all of our teammates even while our facilities remain closed or had altered schedules, and we have maintained this important investment over the past 12 weeks. Our innovation teams designed and delivered personal protective equipment to health systems across the country. We donated footwear and apparel to help frontline workers around the globe, and we’ve committed more than \$25 million for COVID-19 response in our communities. I must say that I’ve been so impressed and inspired by how our NIKE teammates around the world have come together and responded to this crisis. They have moved with speed and empathy and have demonstrated creativity, courage and true resilience. I could not be more proud of everyone on the NIKE team.”

“[John’s] expertise in digital commerce, technology, global strategy and leadership combined with his strong relationship with the brand, make him ideally suited to accelerate our digital transformation and to build on the positive impact of Consumer Direct Offense.”

- Mark Parker,
Former CEO of
Nike



“Our success relies on AT&T becoming a more agile and efficient company that’s able to meet our customers’ needs in highly competitive and quickly evolving markets.”

John Stankey

Appointed July 1, 2020
Age at Appt. 57
Succeeded Randall Stephenson
Previous Role President & COO
Education BBA, Finance, Loyola Marymount University
MBA, University of California, Los Angeles

Road to the Top

Thirty-five year AT&T veteran.

Track Record Highlights

John Stankey joined AT&T in 1985. In his 35 years with the company, he has served in leadership roles in nearly every area of AT&T’s business, including CEO of WarnerMedia; CEO of AT&T Entertainment Group; Chief Strategy Officer; Chief Technology Officer; CEO of AT&T Operations; and CEO of AT&T Business Solutions. Before assuming the role of CEO he served as President and COO.

On COVID-19

“We’re planning and operating under the assumption that significant accommodations for COVID will be the business norm well into next year. The unfortunate reality simply sharpens our focus and strengthens our resolve on the business transformation path we charted and the investment focus we’ve adopted.”



“I look forward to working with my colleagues to do what Abbott people do best – anticipate where science, medicine and technology are going and innovate to best serve our customers, shareholders and communities.”

Robert Ford

Appointed	March 31, 2020
Age at Appt.	46
Succeeded	Miles White
Previous Role	President & COO
Education	BA, Boston College MBA, University of California, Berkeley

Road to the Top

Twenty-four year Abbott veteran, joined the company in 1996.

Track Record Highlights

Robert Ford originally joined Abbott in the company’s Diabetes Care business in 1996. He was appointed President and COO in October 2018. Ford has served in many leadership roles within the Company, including in the Nutrition and Medical Devices businesses. As Executive Vice President of Medical Devices, he oversaw the integration of St. Jude Medical, Abbott’s largest acquisition, and led Abbott’s Diabetes Care business and the launch of FreeStyle® Libre.

On COVID-19

“To date, we’ve sold more than 100 million COVID tests across our diagnostic platforms. And we continue to pursue opportunities to further increase our manufacturing capacity to help meet the significant demand for testing around the world.”



“Mike is an experienced, passionate, and results-oriented leader, who cares deeply about our employees and customers and lives the Un-carrier values of the T-Mobile brand every day.”

- Tim Höttges,
Chairman,
T-Mobile

Michael (Mike) Sievert

Appointed	May 1, 2020
Age at Appt.	51
Succeeded	John Legere
Previous Role	President & COO
Education	BS, Wharton School, University of Pennsylvania

Road to the Top

Career focus on marketing, joined T-Mobile in 2012.

Track Record Highlights

Mike Sievert started his career in marketing at Procter & Gamble and IBM, and had a nearly 25-year career in marketing, technology, and entrepreneurship before joining T-Mobile. Over the years, he has served in various roles, including EVP and Chief Sales and Marketing Officer at E*TRADE, EVP and Chief Marketing Officer at AT&T Wireless, and Corporate Vice President of the Windows Business Group at Microsoft. He joined Clearwire Corporation, now part of T-Mobile, in 2009, serving as EVP and Chief Commercial Officer. Sievert has been actively involved in all of T-Mobile’s significant corporate decisions since he joined T-Mobile in 2012 as Chief Marketing Officer. He became COO in 2015. In 2018, he joined the board of directors and was appointed the company’s President.

On COVID-19

“The way our people and this team have responded to support customers has been nothing short of heroic, and I couldn’t be prouder of each and every one of them. The crisis has highlighted how crucial connectivity has become to our daily lives. And as it’s unfolded in front of us, we took immediate steps to ensure our customers would continue to stay connected while working hard to simultaneously protect the health and safety of our employees.”



Rainer Blair

Appointed	September 1, 2020
Age at Appt.	56
Succeeded	Thomas Joyce
Previous Role	EVP
Education	BA, University of Massachusetts – Amherst MS, Boston University

Road to the Top

Career in manufacturing, joined Danaher in 2010 from MAPEI Americas.

Track Record Highlights

Rainer Blair began his career at BASF Group, where he spent 15 years on three continents in progressively larger leadership roles. From 2006 to 2009 Blair was President and CEO for MAPEI Americas, a \$2.3-billion global, diversified construction chemicals corporation. He joined Danaher in 2010 and held leadership roles across several operating companies before being named Executive Vice President of Danaher's Life Sciences platform in 2014. Through a combination of organic and inorganic growth investments, he helped Danaher build a portfolio of Life Sciences businesses uniquely positioned to reduce the time to market and cost of biologic drugs. Under his leadership, the Life Sciences platform annual revenues increased five-fold to approximately \$10 billion today.

On COVID-19

“We are proud to support the scientific community’s pursuit of new vaccines and therapeutics for the virus. Pall and Cytiva’s products and solutions are involved in the majority of the more than 400 vaccine and therapeutic projects currently underway globally, including every Operation Warp Speed COVID-19 vaccine in the U.S. As the market leader across the bioprocessing workflow, the breadth of our offering and technical expertise are key differentiators that enable us to contribute meaningfully to the development and production of COVID-19 vaccines and treatment.”

“Under Rainer’s leadership, our Life Sciences platform annual revenues have increased from \$2.4 billion in 2015 to approximately \$10 billion today. With the support of our senior leadership team and Board, I am confident that Rainer is well-prepared to execute our strategic priorities and create significant long-term value for shareholders.”

- Thomas Joyce, Former CEO, Danaher



“Since coming to Medtronic, I have been deeply motivated and inspired by the company’s mission, its people, and its unique ability to create and commercialize technology that directly improves and saves people’s lives.”

Geoffrey (Geoff) Martha

Appointed April 27, 2020
Age at Appt. 50
Succeeded Omar Ishrak
Previous Role President
Education BS, Finance, Pennsylvania State University

Road to the Top

Nineteen-year GE veteran, joined Medtronic in 2011.

Track Record Highlights

Geoff Martha joined GE in 1992. In his 19-year career with GE, including a significant period with GE Capital, Martha held several executive roles in business leadership, corporate development, strategic marketing, and sales management. He joined Medtronic in 2011 as Senior Vice President of Strategy and Business Development. Later, as head of Strategy and Business Development, Martha led the acquisition of Covidien, a \$10 billion global manufacturer of surgical products and supplies. The acquisition of Covidien was the largest medical technology acquisition in the history of the industry. In 2015, Martha was appointed Executive Vice President and President of Medtronic’s Restorative Therapies Group (RTG). In that position, Geoff had global responsibility for RTG’s four divisions, including Brain Therapies, Pain Therapies, Specialty Therapies, and Spine. He served as President of Medtronic from November 2019 through April 2020, leading Medtronic’s operating groups and regions.

On COVID-19

“I’m extremely proud of the way our employees have risen to the occasion and jumped in to help health care workers, governments and NGOs, and for the way they’ve continued to support their communities and their families. Our top priority during this pandemic has been to ensure the health and wellbeing of our 90,000 employees and their families around the globe. Our employees have been impacted by this virus like everyone else. But I’m grateful for the way our people have continued to do their jobs and persevere through these challenging circumstances.”



Carol Tomé

Appointed June 1, 2020
Age at Appt. 64
Succeeded David Abney
Previous Role EVP and CFO, Home Depot, Inc.
Education BS, Communication, University of Wyoming
MBA, University of Denver

Road to the Top

Finance veteran, joined UPS from Home Depot.

Track Record Highlights

Carol Tomé began her career as a commercial lender with United Bank of Denver (now Wells Fargo) and then spent several years as Director of Banking for Johns-Mansville Corporation. Tomé was Vice President and Treasurer of Riverwood International Corporation. In 1995 she joined The Home Depot, Inc., one of the world's largest retailers, as Vice President and Treasurer, rising to Executive Vice President and Chief Financial Officer. She has been a director of UPS since 2003.

On COVID-19

“UPS is a special company with a unique culture, powered by more than 528,000 UPSers around the world. Through this time of global pandemic and social unrest, UPS is keeping the world moving. We have taken measures to ensure the safety of our people, while delivering critical shipments and everyday essentials where and when they are needed. I am extremely proud of the efforts of our people to serve our customers, our communities and each other.”

“I am extremely pleased for Carol and know she is the best choice to lead the company. She understands UPS’s culture and values, is a strategic leader, and possesses a customer-first mindset.”

- David Abney,
Former CEO,
UPS



David (Dave) Calhoun

Appointed January 13, 2020
Age at Appt. 62
Succeeded Greg Smith (Interim CEO) and Dennis Muilenburg
Previous Role Senior Managing Director, the Blackstone Group
Education BS, Accounting, Virginia Polytechnic Institute and State University

Road to the Top

Twenty-six year GE veteran, joined Boeing from the Blackstone Group.

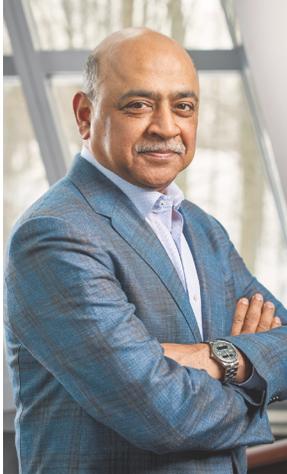
Track Record Highlights

Dave Calhoun has served in various senior leadership roles within several large-scale enterprises including at the Blackstone Group, Nielsen Holdings and GE. During his 26-year tenure at GE, he led multiple business units, including GE Transportation and GE Aircraft Engines, where safety was paramount. He has served on the Boeing Board of Directors since 2009 and served as chairman from October 11 to December 22, 2019.

On COVID-19

“As you know, the COVID-19 impacts on our commercial customers continue to be devastating, and airlines have cut back operations dramatically. We are engaged with our customers every day to understand their short-term, medium-term and long-term fleet needs so that we can align our supply and demand. We’re also working together across the industry to enhance the safety and wellbeing of passengers and crews during the COVID-19 pandemic.”

“I’m honored to lead the talented people of Boeing as we face our challenges. Working together, we will strengthen our safety culture, improve transparency and rebuild trust with our customers, regulators, suppliers and the flying public. With the strength of our team, I’m confident in the future of Boeing, including the 737 MAX.”



Arvind Krishna

Appointed	April 6, 2020
Age at Appt.	57
Succeeded	Virginia Rometty
Previous Role	Senior Vice President for Cloud & Cognitive Software
Education	BTech, Indian Institute of Technology, Kanpur MS, University of Illinois Urbana-Champaign PhD, University of Illinois at Urbana-Champaign

Road to the Top

Thirty-year veteran of IBM, most recently SVP for Cloud and Cognitive Software.

Track Record Highlights

Arvind Krishna joined IBM in 1990. Over his 30-year career at IBM, he has held a number of positions of increasing responsibility. As the general manager of IBM Systems and Technology Group's development and manufacturing organization from 2013 to 2015, Krishna led the strategy for data-centric systems and the widespread industry adoption of open and collaborative technology standards. He also grew the IBM Information Management business by 50 percent. From 2015 to 2020 Krishna was Senior Vice President of Cloud and Cognitive Software, where he pioneered the company's hybrid cloud business, transformed IBM's entire software and services portfolio and offerings for cloud, and grew the business. He also headed IBM Research, where he drove innovation in core and emerging technologies including artificial intelligence, quantum computing, blockchain, cloud platform services, data-driven solutions, and nanotechnology. In 2016, Wired Magazine selected Krishna as "one of 25 geniuses who are creating the future of business" for his foundational work on blockchain. He drove the successful \$34 billion acquisition of Red Hat in 2019, which has defined the hybrid cloud market. It is the largest software acquisition to date.

On COVID-19

"Moments of crisis almost always carry lessons. And if there is anything the COVID-19 pandemic has taught us, it's the critical importance of technology solutions that enable speed, flexibility, insight, and innovation."

"IBM has such talented people and technology that we can bring together to help our clients solve their toughest problems.... We have great opportunities ahead to help our clients advance the transformation of their business, while also remaining the global leader in the trusted stewardship of technology."



James (Jim) Taiclet, Jr.

Appointed	June 15, 2020
Age at Appt.	60
Succeeded	Marillyn Hewson
Previous Role	CEO, American Tower Corporation
Education	United States Air Force Academy MA, Public Affairs, Princeton University

Road to the Top

Former US Airforce Pilot and aerospace veteran, joined Lockheed Martin after a long-tenured role as CEO of REIT, American Tower.

Track Record Highlights

James Taiclet began his career as a United States Air Force officer and pilot. He served as a consultant at McKinsey & Company, specializing in telecommunications and aerospace strategy and operations from July 1991 to February 1996; as Vice President, Engine Services at Pratt & Whitney from March 1996 to March 1999; and as President of Honeywell Aerospace Services, a unit of Honeywell International, from March 1999 to September 2001. Taiclet was appointed American Tower Corporation's President and Chief Operating Officer in September 2001 and named American Tower's CEO in October 2003. He joined the Lockheed Martin board in 2008.

On COVID-19

“The world continues to combat the coronavirus outbreak while striving to recover and sustain economic activity. Our primary objective at Lockheed Martin is to ensure the health and welfare of our employees and their families, our teammates, customers and communities. We remain vigilant, taking the necessary steps to help protect our workforce while producing the products and solutions our customers need to achieve their important readiness objectives... The corporation also continues to support our critical industrial-based suppliers, front-line medical workers and our local communities with COVID-19 relief and response.”

“As a former military pilot, I understand the mission of this great corporation to provide global security and innovative solutions for the brave men and women who protect our freedom. I come into this role at a time when our nation and its allies have been tested globally by new and emerging threats. Now more than ever, it’s critical we continue to deliver the best systems and equipment in the world.”



Frank Bisignano

Appointed	July 1, 2020
Age at Appt.	60
Succeeded	Jeffery Yabuki
Previous Role	President and COO
Education	BA, Newport University D.C.S., NY Institute of Technology

Road to the Top

34-year financial industry veteran, joined predecessor company First Data in 2013.

Track Record Highlights

Frank Bisignano started his career at Lehman Brother, First Fidelity Bancorp and Smith Barney and Co. From 2000 to 2005 he served in multiple leadership positions at Citigroup, including Chief Administrative Officer and Chief Executive Officer of the company’s Global Transaction Services unit. Bisignano joined JPMorgan Chase & Co. in 2005, where he served as Co-Chief Operating Officer and Chief Executive Officer of Mortgage Banking. From 2013 to 2019, Bisignano served as CEO of First Data, where he transformed the 48-year-old company from the world’s largest traditional payment processor into a technology innovator, industry collaborator, and commerce enabler for the 21st century. He also led its \$2.6 billion initial public offering in 2015, the largest U.S. IPO of the year. With the merger with First Data in July 2019, Bisignano joined Fiserv as President and COO.

On COVID-19

“We don’t want to hurt our people in the short run by either laying off people, or cutting salaries. The world they’re living in has radically changed—we don’t want to change it more by hurting their livelihoods.”

“In addition to spearheading our integration efforts and significant COVID-19 response, Frank has been leading our global businesses with an absolute commitment to excellence. While Frank will bring new ideas and perspectives as CEO, he fully embraces the strategic and capital foundation of the Fiserv value creation playbook.”

- Jeffery Yabuki,
Former CEO,
Fiserv



“We believe we’re well positioned to make significant progress against our vision. I’m excited to work with our strong leadership team, fantastic employees, and key stakeholders to lead Altria forward in its pursuit of the 10-year vision.”

William (Billy) Gifford, Jr.

Appointed	April 16, 2020
Age at Appt.	49
Succeeded	Howard Willard
Previous Role	CFO
Education	BS, Virginia Commonwealth University

Road to the Top

Twenty-six year Altria veteran, joined the company in 1994 from PricewaterhouseCoopers.

Track Record Highlights

Billy Gifford worked at the public accounting firm Coopers & Lybrand, currently known as PricewaterhouseCoopers, before he joined Philip Morris USA in 1994. From 2008 to 2010 he was Vice President and Treasurer for Altria Group, where he led various functions including Risk Management, Treasury Management, Benefits Investments, Corporate Finance and Corporate Financial Planning & Analysis. Since then he has served in numerous leadership roles in strategy and business development, finance, marketing information and consumer research and as President and CEO of PM USA.

On COVID-19

“We’ve approached the challenges of COVID-19 by focusing on the health and welfare of our employees, maintaining business continuity, and supporting our communities. In addition to implementing remote working and social distancing protocols, our teams are working tirelessly with critical businesses and trade partners to limit disruptions to our supply chains and distribution systems.”



Thomas (Tom) Polen

Appointed	January 28, 2020
Age at Appt.	46
Succeeded	Vincent Forlenza
Previous Role	President and COO
Education	BS, Salisbury University of Maryland MBA, Johns Hopkins University

Road to the Top

Healthcare industry veteran, first joined BD in 1999 from a start-up.

Track Record Highlights

Tom Polen joined BD in 1999, after growing an early phase start-up that was subsequently purchased by BD. From 1999 to 2004, he held a variety of sales and marketing positions with increasing responsibility in BD Biosciences and BD Diagnostics Systems. In 2004, Polen joined Baxter Healthcare, where he led the pharmaceutical manufacturing and services business before assuming the role of Vice President of Strategic Marketing. He was later promoted to general manager of Baxter's Injectable Pharmaceuticals business. During his tenure at Baxter, Polen was named among Chicago's top 40 leaders under 40 by Crain's Chicago Business. In 2009, Polen rejoined BD as President of BD Preanalytical Systems. He assumed the role of President of BD Diagnostics Systems from 2010 to 2013, and later served as Group President, responsible for BD Medical Surgical Systems and BD Pharmaceutical Systems. In 2014, Polen was named Segment President, BD Medical. Polen was named President and COO in 2017.

On COVID-19

"In 2020, few businesses escaped the impact of the global pandemic. For some, it was an existential threat; for BD, it was a call to action as our more than 70,000 associates around the world rallied around our purpose of advancing the world of health, rapidly mobilizing to deploy our capabilities, expertise, and scale to help our customers diagnose, monitor, and care for patients with COVID-19 and prepare for mass vaccinations."

"[W]hat you can expect from me [is] straight talk, accountability and an unwavering commitment to quality and regulatory compliance, our values and doing what's right. At our core, BD is a very purpose-driven company. It's what defines who we are, how we operate and what actions we take... Every company is going to face challenges, and the real measure of the company's strength isn't whether or not we face challenges, it's how we respond."



Robert (Bob) Blue

Appointed	October 1, 2020
Age at Appt.	53
Succeeded	Thomas Farrell
Previous Role	EVP and Co-COO
Education	BA, Government & Foreign Affairs, University of Virginia JD, Yale Law School MBA, University of Virginia

Road to the Top

Fifteen-year Dominion Energy veteran, joined the company in 2005.

Track Record Highlights

Prior to joining Dominion Energy, Robert Blue served as counselor to the Governor and Director of Policy for Virginia Governor Mark Warner, as an attorney and partner at then-Hogan & Hartson, and as a law clerk for the U.S. District Court in the Eastern District of Virginia. Blue joined Dominion Energy in 2005 and has held a succession of services and operational executive roles since his promotion to officer in 2007, including Vice President, State and Federal Affairs; Senior Vice President, Public Policy and Corporate Communications; Senior Vice President, Regulation, Law, Energy Solutions, & Policy; President, Dominion Virginia Power; and Executive Vice President and Co-Chief Operating Officer.

On COVID-19

“I’m grateful for our employees who perform a vital public service by keeping homes, hospitals and businesses energized. We continue to reflect the latest public health guidance in our COVID-19 policies to keep our employees, customers, and communities as safe as possible.”

“We believe we offer a compelling investment opportunity. And we’re focused on executing our robust organic growth plan, and we are aggressively pursuing our vision to become the most sustainable energy company in the country.”



“I continue to have enormous confidence in this company and in our team. Delivering on our commitments and realizing our full potential is my personal top priority.”

Edward (Ed) Breen

Appointed	February 17, 2020
Age at Appt.	63
Succeeded	Marc Doyle
Previous Role	Executive Chairman
Education	BS, Business Admin. & Economics, Grove City College

Road to the Top

Former CEO of DuPont and DowDuPont returns to the CEO role after the split. Joined DuPont in 2015, after leading Tyco for ten years.

Track Record Highlights

Ed Breen served as chairman, president, and CEO of General Instrument Corporation and as president and CEO of Motorola after its acquisition of General Instrument in 2000. From 2002 to 2012 Breen served as Chairman and CEO of Tyco International plc, during which he transformed Tyco into a market leader, rescuing the company from near bankruptcy and rebuilding the company’s brand and credibility. In that role, he led the company through its successful restructuring, which included the spin-offs of Covidien, TE Connectivity, and ADT Corporation, as well as the merger of Tyco Flow Control with Pentair. From 2015 until the DowDuPont merger, he was Chairman and CEO of E.I. du Pont de Nemours and Company, and CEO of DowDuPont following the merger in 2017. After the spin-off of the two businesses in 2019, Breen served as Executive Chairman of DuPont.

On COVID-19

“2020 presented us with the challenges of the global health pandemic, social and political unrest, and the worst economic conditions in many years. Despite these challenges, our teams remained focused on health and safety, delivering for our customers, strengthening the financial position of the company, and continuing to drive our strategic priorities forward.”



“For decades, I have admired Sysco’s reputation as the market leader in cutting-edge food service solutions. Like Sysco, I’ve dedicated my career to excellence in supply chain, logistics, taking a customer-first approach, and leading successful teams. I’ve admired Sysco for its leadership, its brand, and its strong culture in these areas.”

Kevin Hourican

Appointed February 1, 2020
Age at Appt. 47
Succeeded Thomas Bené
Previous Role EVP of CVS Health and President of CVS Pharmacy
Education BS, Economics, Penn State University
MS, Supply Chain Mgmt, Penn State University

Road to the Top

Rose through senior leadership roles at Macy’s and CVS.

Track Record Highlights

From 2006 to 2012 Kevin Hourican held executive leadership roles at Macy’s, most recently serving as Senior Vice President, Regional Director of Stores, responsible for the management of 110 department stores in the Mid-Atlantic region. He joined CVS in 2012 and held the role of Senior Vice President, Field Operations and Supply Chain of CVS Pharmacy from 2014 to 2016 and of Executive Vice President, Retail Pharmacy and Supply Chain of CVS Health Corporation from 2016 to 2018. Hourican served as Executive Vice President of CVS Health Corporation and President of CVS Pharmacy from 2018 to January 2020, overseeing CVS Health’s \$85 billion retail business, including 9,900 retail stores and over 200,000 employees, as well as merchandising, marketing, supply chain, real estate, front store operations, pharmacy growth, pharmacy clinical care and pharmacy operations.

On COVID-19

“[I]mmediately after the onset of the crisis, Sysco took swift and decisive action to reduce variable and structural costs to ensure liquidity and to pivot our business to maximize sales during a period of disruption. I am tremendously proud of the work that we have done during this crisis to help our restaurant partners be as successful as possible during immensely difficult operating conditions.”



“I am deeply honored to serve as CEO of BNY Mellon, a company to which I have dedicated my entire career. We are the trusted stewards of our clients’ businesses, and I look forward to working with the Board and leading our nearly 50,000 talented employees as we continue to evolve our great company.”

Thomas (Todd) Gibbons

Appointed	March 30, 2020
Age at Appt.	62
Succeeded	Charles Scharf
Previous Role	Interim CEO
Education	BS, Business Administration, Wake Forest University MBA, Pace University

Road to the Top

Thirty-four year BNY Mellon veteran, joined The Bank of New York side in 1986.

Track Record Highlights

Prior to joining The Bank of New York in 1986, Todd Gibbons was Assistant Treasurer at Handy and Harman, a leading refiner, processor, and fabricator of precious metals. At The Bank of New York he held top management positions in the capital markets business, including Head of Global Treasury, with responsibility for asset and liability management, funding, money market trading, swaps, and derivative products. Gibbons served as CFO of The Bank of New York for almost a year prior to the merger. After the merger, he served as CFO of BNY Mellon from 2008 through 2017, and then as Vice Chairman of BNY Mellon and CEO of Clearing, Markets, and Client Management. In September 2019 he was appointed interim CEO.

On COVID-19

“[F]rom the start, our focus was on the health and well-being of our people and the continuity of service to our clients. We quickly transitioned the vast majority of our people to working from home, which opened up space for us to create social distancing for the small number of essential and office staff... The investments we’ve made in our infrastructure, operating platforms, and cyber and information security have clearly benefited us, enabling us to support this broad scale of remote working arrangement. All of the controls and security oversight that govern us when working inside the office are in full effect when we’re working remotely.”



“We are going to compete like a challenger – allocate capital to higher growth and return opportunities to create value – and earn customers for life through great products and a rewarding ownership experience.”

James (Jim) Farley, Jr.

Appointed October 1, 2020
Age at Appt. 58
Succeeded James Hackett
Previous Role COO
Education BS, Econ. & Computer Science, Georgetown University
MBA, University of California, Los Angeles

Road to the Top

Thirty-year automotive industry veteran, joining Ford from Toyota in 1990.

Track Record Highlights

Jim Farley joined Toyota in 1990 in the strategic planning department and served in several product and marketing positions in the United States and Europe until 2007, when he joined Ford. Farley was appointed to lead Ford’s global marketing sales and service in August 2010 and held operating responsibility as the senior global leader for Lincoln from December 2012 to August 2014. From 2015 to 2017, Farley served as Executive Vice President and President, Ford Europe, Middle East and Africa. In 2016, he led Ford’s European operations to record profitability, record margins and increased sales. In March 2020 Farley was appointed COO, overseeing all of Ford’s global markets and automotive operations.

On COVID-19

“To acknowledge the nearly 2.5M lives lost to Covid-19 around the world, Ford is lowering our flag to half-staff. These times have been challenging for all and the Ford family is not exception. I’m inspired by our employees who have risen to the challenge to #finishstrong.”



“Despite the current turbulence in the energy and broader markets, we have a lot of opportunity ahead of us... [M]y relentless focus will be on capturing commercial opportunities across the value chain and leading and empowering my executive team as we maintain our commitment to operational excellence and shareholder return.”

Michael (Mike) Hennigan

Appointed March 18, 2020
Age at Appt. 60
Succeeded Gary Heminger
Previous Role CEO, MPLX GP LLC
Education BS, Chemical Engineering, Drexel University

Road to the Top

Thirty-nine year petroleum industry veteran, joining Marathon in 2017.

Track Record Highlights

Michael Hennigan began his career with Sunoco, Inc. in 1981. He worked in various engineering and operations positions, before taking roles in business planning, management, financial analysis, and strategic planning. In 2000, he was named General Manager, Northeast Refining Wholesale Fuels Marketing and Product Supply and in 2001 was appointed Vice President, Product Trading, Sales and Supply. In 2006, Hennigan was appointed Senior Vice President, Supply, Trading, Sales and Transportation and Senior Vice President, Business Improvement in 2008. Hennigan joined Sunoco Logistics as Vice President, Business Development in 2009. He was named President and COO in 2010 and President and CEO in 2012. In 2017, Mr. Hennigan was named President of MPLX GP LLC, the general partner of a master limited partnership formed by Marathon, and in November 2019 was named president and CEO.

On COVID-19

“We take our responsibility to be a good corporate leader seriously and we are grateful for everyone working on the front lines of this pandemic... to support the efforts of health care workers across the country, we donated 575,000 N95 masks to 45 different hospitals across the country... [and] made a \$1 million donation to the American Red Cross in April to help supply critical resources to communities in crisis. We have been inspired by the stories shared with us as these supplies reach many communities in dire need and we’re proud to do our part by contributing supplies and funds to organizations supporting those in crisis.”



“I am honored to take on this new role and excited about Dollar Tree’s opportunities to drive even more value for our customers and shareholders. We have great momentum; our sales and margins are encouraging; our work to improve the customer experience is driving traffic; and we are now capturing more of the benefits inherent in bringing the Dollar Tree and Family Dollar management teams together under one roof.”

Michael (Mike) Witynski

Appointed July 20, 2020
Age at Appt. 57
Succeeded Gary Philbin
Previous Role Enterprise President
Education BA, Business Administration, Benedictine University

Road to the Top

39-year retailing industry veteran, joined Dollar Tree from Shaw’s Supermarkets in 2010.

Track Record Highlights

Prior to joining Dollar Tree, Mike Witynski had a 29-year career in the grocery industry and held senior leadership roles in merchandising, marketing, private brands, and operations at Supervalu, Inc. and Shaw’s Supermarkets. Witynski joined Dollar Tree in 2010 as Senior Vice President of Stores and rose to President and COO of Dollar Tree Stores in 2017. He was then promoted to Enterprise President in 2019, where he was responsible for leading the merchandising, store operations, and supply chain functions for both the Dollar Tree and Family Dollar brands.

On COVID-19

“2020 has proven to be the most unpredictable and unique year in my 40 years in retail. Nearly every business, family, and person, has had to adapt and react to what is currently a new normal. My heart goes out to every family that has been impacted to some degree by the coronavirus... In an environment where individuals are concerned about their health and exposure, about their income and jobs, and about their not knowing what is next, I firmly believe that Dollar Tree and Family Dollar are part of the solution. Our 15,000-plus stores are close to home and easy to shop, providing great convenience, and we offer a broad assortment of tremendous values to meet both needs and wants.”



Jonathan (Jon) Jaffe

Appointed	November 2, 2020
Age at Appt.	60
Succeeded	Richard Beckwitt (now Co-CEO)
Previous Role	President
Education	BDes, Architecture, University of Florida

Road to the Top

Lennar careerist, beginning as Regional President of Homebuilding Operations in 1983.

Track Record Highlights

Jon Jaffe joined Lennar in 1983 as Regional President of Homebuilding Operations. Jaffe became Vice President in 1994 and in 1995 he moved to California to lead the company's expansion into that state and the West. Jaffe spearheaded Lennar's efforts to acquire land, other homebuilders, and developers including such companies as Bramalea Homes, Pacific Greystone Homes, Coto de Caza, Stevenson Ranch, and CalAtlantic Homes. Additionally, he oversaw Lennar's acquisition of Mare Island, Hunters Point, El Toro, and Treasure Island. These acquisitions helped transition Lennar into the nation's leading homebuilder.

On COVID-19

"We successfully managed through all these disruptions to avoid any delays... I want to... personally thank all of our trade partners and our Lennar team for working so effectively through this crisis. Together, we're able to navigate this unprecedented time and deliver homes, essential homes, to families across America."

"Jon's collaborative approach and 'whatever it takes' attitude is exactly why our partnership works on a day-to-day basis and why today's announcement is an important structural reflection for our company."

- Rick Beckwitt,
Co-CEO,
Lennar



Dean Banks

Appointed	October 3, 2020
Age at Appt.	47
Succeeded	Noel White
Previous Role	President
Education	BA, PR and Marketing, Miami University, Ohio MBA, Harvard Business School

Road to the Top

A varied career in management roles, joined Tyson Foods as a Director in 2017.

Track Record Highlights

Early in his career, Dean Banks served in leadership and consulting roles with Cleveland Clinic Innovations; OrthoHelix (acquired by Tornier, Inc.); Connective Orthopaedics; Highland Capital Partners, Cytoc Corporation (acquired by Hologic), and Ethicon Endo-Surgery, a Johnson & Johnson company. From 2015 to 2016, he was Managing Partner of SEED Ventures, a group incubating and investing in early-stage healthcare technologies, and was the founding CEO of Vergent Bioscience, which was incubated at SEED. He currently serves on the Board of Directors of Vergent. From 2016 to 2019, Banks was a Project Lead and a member of the Leadership Team at X (formerly Google [x]), an Alphabet Inc. company, where he remains an advisor. At X, Banks founded and led multiple projects that are now moonshot projects, including Tidal, a technology-enabled sustainable food project. Banks joined Tyson Foods as a Director in 2017 and was appointed President in 2019.

On COVID-19

“At the onset of the pandemic, we launched an internal task force to address the virus. We made substantial investments in our personal protective equipment, social distancing safeguards, and other increased health and safety measures across our business... In an effort to stay ahead of the virus, we’ve launched a new industry-leading monitoring strategy that involves weekly testing of a sample of team members, which has so far proven to be invaluable.”

“It’s clear to the board that Dean’s impressive background in entrepreneurship, technology, and the healthcare industry make him ideally suited to lead Tyson in its efforts to integrate advanced technologies into our operations and further our focus on team member health and safety.”

– John Tyson,
Chairman,
Tyson Foods



“Our new branding exemplifies that we are building a new kind of company designed for where the healthcare industry is going. Viatris will have the global reach, commercial offerings, and capabilities, as well as the scientific, medical, regulatory, legal, and intellectual property expertise necessary to ensure more patients can get the care they need to live healthier at every stage of life.”

Michael Goettler

Appointed	November 17, 2020
Age at Appt.	53
Succeeded	Heather Bresch, Mylan CEO
Previous Role	Group President, Upjohn Division of Pfizer
Education	Koblenz School of Corporate Management MBA, University of Texas

Road to the Top

Pharmaceutical industry veteran, joined Pfizer in 2009 from Wyeth.

Track Record Highlights

Michael Goettler began his career at Hoechst in Germany and became Executive Vice President and then CEO of Hoechst Marion Roussel Korea. In 1999 Goettler joined Sanofi Aventis, where he held a variety of senior positions in the U.S. and Japan. He joined Wyeth in 2007 and then Pfizer in 2009 as part of the Wyeth acquisition. Goettler held a number of senior leadership roles at both Wyeth and Pfizer, including Global President, Pfizer Inflammation & Immunology, overseeing a portfolio of inline medicines as well as late-stage, early development and research strategy, and programs spanning rheumatology, dermatology and gastroenterology. From 2018, Goettler was Group President of Pfizer’s Upjohn division, the company’s off-patent and generics business, and a member of Pfizer’s executive leadership team.

On COVID-19

“Viatris was born during COVID... so Michael is particularly well-suited to address these themes. Patients are our purpose. Everything we do, we do for them. Our mission is only realized when our medicines can be accessed by all patients, regardless of geography or circumstance. COVID has added a sense of urgency to our mission, with an even more profound understanding of disparities in access and gaps in care.”

– David Marin, Head of Corporate Affairs, North America



David Goeckeler

Appointed	March 9, 2020
Age at Appt.	57
Succeeded	Stephen Milligan
Previous Role	EVP & GM, Networking and Security Business, Cisco
Education	BS & BA, CS & Math., University of Missouri, Columbia MS, CS, University of Illinois at Urbana-Champaign MBA, Columbia and UC Berkeley

Road to the Top

Nineteen-year Cisco veteran.

Track Record Highlights

David Goeckeler was with Cisco for 19 years before joining Western Digital. He oversaw Cisco's Security Business and was instrumental in defining Cisco's threat-centric security strategy, transitioning the business to a software and recurring revenue-based model, and returning the business to share-gaining growth. Under his leadership, the Security Group also acquired and successfully integrated multiple companies, solidifying Cisco's place as the largest IT Security vendor in the industry. From 2017, Goeckeler was Executive Vice President and General Manager of Cisco's Networking and Security Business, a \$34 billion global technology franchise, where he led a team of more than 25,000 engineers and oversaw Cisco's networking and security strategy and market acceleration, including development operations for the company's expansive technology portfolio and strategic acquisitions.

On COVID-19

"First and foremost, our priority is to ensure the health, safety, and well-being of our employees, customers and suppliers. We are carefully following precautionary measures and best practices across our global sites and all production facilities remain operational."

"David is a transformative leader with an exceptional track record of driving highly profitable, core businesses at scale while innovating successful business strategies that expanded into new markets and generated new revenue sources. With experience as a software engineer as well as running large semiconductor development projects, his breadth of technology expertise, business acumen, and history of building and operating world-class organizations make him the right person to lead Western Digital in a world increasingly driven by applications and data."

- Matthew Massengill,
Chairman,
Western Digital



“In my 36 years with the company, we have faced challenges and changes, and we have always emerged stronger and even more dedicated to our mission. Our management team remains focused on keeping each other safe, providing reliable service to our customers, and executing our growth initiatives.”

Steven (Steve) Strah

Appointed	October 29, 2020
Age at Appt.	57
Succeeded	Charles Jones
Previous Role	President
Education	BS, Business Admin., Baldwin Wallace University

Road to the Top

36-year FirstEnergy veteran, starting with The Illuminating Company in 1984.

Track Record Highlights

Steven Strah began his career with The Illuminating Company in 1984. He later served as director of Business Services for FirstEnergy’s Northern Region – Ohio, and director of Operations Support Services for the company’s Western Region – Ohio. In 2001, he was named President of the Northern Region for Jersey Central Power & Light, and in 2005, he was named Regional President of Ohio Edison. He was promoted to Vice President, Distribution Support, for FirstEnergy Utilities in 2011, and he was named Senior Vice President and President of FirstEnergy Utilities in 2015. He was elected Senior Vice President and CFO of FirstEnergy in March 2018, and was elected President in May 2020.

On COVID-19

“While the pandemic continues to impact our work protocols, our customers’ lives, and the economy, I am extremely proud of the hard work and resiliencies our employees have demonstrated throughout this crisis.”



Harry (Hal) Lawton, III

Appointed	January 13, 2020
Age at Appt.	45*
Succeeded	Gregory Sandfort
Previous Role	President, Macy's
Education	BS, Chem. Eng. & Pulp and Paper Science Technology, North Carolina State University MBA, University of Virginia

Road to the Top

Retail industry veteran, joined Tractor Supply from Macy's.

Track Record Highlights

Hal Lawton was an associate principal at McKinsey & Co. from 2000 to 2005, providing strategic advice to executive teams in consumer-packaged goods and manufacturing industries. After that he spent 10 years in various leadership roles at Home Depot, where he most recently was Senior Vice President for merchandising. Lawton was responsible for elevating Home Depot's Internet business and building it to nearly \$2 billion in sales. He was Senior Vice President, eBay North America from 2015 to 2017. In that role, he oversaw all aspects of eBay's Americas business unit, including marketing, merchandising, operations, business selling, consumer selling, and advertising, as well as global responsibility for shipping, payments, risk, and trust. Lawton served as President of Macy's from September 2017 to December 2019. As President, he had responsibility for all aspects of the Macy's brand, including merchandising, marketing, stores, operations, technology, and consumer insights and analytics.

On COVID-19

"Throughout the pandemic, our utmost priority has been to take care of the health and safety and well-being of our team members and customers. We spent tens of millions of dollars on cleaning and masks, plexiglass and sanitizer. We provided almost 700,000 hours of COVID sick pay. We have conducted nearly 20,000 COVID tests. And we rolled out company-wide contact-tracing wearable devices for all team members to use. We will continue to spare no expense in this area in 2021."

"Hal is a proven leader with a unique omnichannel experience to deliver on our customer's evolving expectations as we look to the future of retail. With a strong track record of results across different companies, responsibilities, and cultures, Hal has a broad base of experience in retail with a proven ability to drive innovative growth strategies."

- Cynthia Jamison,
Chairman,
Tractor Supply



Leon Topalian

Appointed January 1, 2020
Age at Appt. 51
Succeeded John Ferriola
Previous Role President and COO
Education Massachusetts Maritime Academy

Road to the Top

Twenty-four year Nucor veteran, joined the company as a project engineer.

Track Record Highlights

Leon Topalian began his career with Westinghouse Electric in their nuclear engineering service division, and then at Dominion Resources (Now Dominion Energy Inc.), where he worked at the North Anna Nuclear Generating Station for about four years. Topalian joined Nucor as a project engineer at Nucor Steel-Berkeley in 1996 and was promoted to Cold Mill Production Supervisor in 1998. He has held various leadership positions throughout his Nucor career in Australia, at Nucor Steel South Carolina, Nucor Steel Kankakee, and Nucor-Yamato Steel Company. Topalian served as Executive Vice President of Beam and Plate Products from 2017 to 2019, and as President and COO of Nucor beginning in September 2019.

On COVID-19

“Over these last several weeks, the spirit of Nucor’s culture has been on full display. Our teammates are not only continuing to serve our customers, but they are living up to the deeply shared sense of responsibility to the communities in which we operate in and we live. There have been numerous stories of our team members finding ways to help their communities during this crisis by exercising the entrepreneurial spirit that brought them to Nucor.”

“At Nucor, our greatest competitive advantage is our culture, and the greatest measure of that culture is how we care for one another through the value of safety.”



Scott Kirby

Appointed	May 20, 2020
Age at Appt.	52
Succeeded	Oscar Munoz
Previous Role	President
Education	BS, CS & Ops Research, US Air Force Academy MS, Ops Research, George Washington University

Road to the Top

Airline industry veteran, joined United in 2016 from American Airlines.

Track Record Highlights

Scott Kirby started his career at the Pentagon and in the technology sector. Prior to joining United, Kirby was President of US Airways from 2006 to 2013 and President of American Airlines from 2013 to 2016. He joined United in 2016 and served as President until his appointment as CEO. As President he was responsible for United’s operations, marketing, sales, alliances, network planning, and revenue management.

On COVID-19

“2020 was a year of going through hell, but we kept going. And a few years from now at United, we’ll look back at 2020 as the year that gave us the opportunity to structurally change the airline for the better. I want to express my sincere gratitude for the outstanding work of the United team during such a difficult time.”

“I woke up today energized to start my first day on the job. My career began at the U.S. Air Force Academy, and I’ve spent my entire career in aviation, with nearly four decades in the business until I landed my dream opportunity here at United three years ago. I’ve had jet fuel in my veins for as long as I can remember.”



“Since the establishment of the L Brands Foundation in 1993, we have donated more than \$300 million to support thousands of organizations with a focus on health and empowerment of women, nurturing and mentoring children, improving education, and enriching the cultural arts. Embedded in our focus is a commitment to diversity, equity and inclusion.”

Andrew Meslow

Appointed May 14, 2020
Age at Appt. 50
Succeeded Leslie Wexner
Previous Role CEO, Bath & Body Works
Education BA, Princeton University

Road to the Top

Seventeen-year L Brands veteran, joined in 2003 from Banana Republic.

Track Record Highlights

Andrew Meslow began his retail career at Ann Taylor in 1991, where he was part of the Loft launch team. He was with Banana Republic from 1996 to 2003, where he held a variety of leadership positions, including Vice President/Brand CFO. Meslow joined L Brands in 2003, working in roles at Victoria’s Secret and the corporate group before moving to Bath & Body Works in 2005 as Executive Vice President and CFO. In 2012 he was made COO of Bath & Body Works and led several areas of the business, including finance, merchandise planning and allocation, store operations, and the direct channel. He was promoted to CEO of Bath & Body Works in February 2020.

On COVID-19

“Our first priority was and continues to be the safety of our associates and customers as we reopen the majority of our stores in the second quarter. We adopted new operating models in all of our stores that focused on providing a safe shopping experience. Additionally, we focused on our distribution, fulfillment, and call center safety, and maximizing our direct businesses.”



Sonia Syngal

Appointed	March 23, 2020
Age at Appt.	50
Succeeded	Robert Fisher, Interim CEO; Art Peck
Previous Role	CEO, Old Navy Business
Education	BS, Mechanical Engineering, Kettering University MS, Manufacturing Sys. Eng., Stanford University

Road to the Top

Sixteen-year Gap veteran, joined the company in 2004 from Sun Microsystems.

Track Record Highlights

Prior to joining Gap Inc., Sonia Syngal spent six years at Ford Motor Co. and ten years at Sun Microsystems. Since joining Gap Inc. in 2004, she has served in key leadership and general management roles, including Managing Director for the company's Europe business and Senior Vice President for Gap Inc.'s International division and International Outlet division. From 2013 to 2016 she was Executive Vice President of Global Supply Chain and Product Operations, responsible for managing Gap Inc.'s global supply chain and redefining a best-in-class product-to-market model for its portfolio of brands. From 2016, Syngal led Old Navy from \$7B to \$8B in sales in just three years, expanding its North American presence to more than 1,200 stores, scaling its ecommerce site to the no. 4 largest apparel site in the U.S., and building competitive omnichannel capabilities.

On COVID-19

"We were able to deliver millions of PPE to frontline health care workers when they needed it the most at the early onset of the virus, as well as to charity organizations like the Boys & Girls Clubs of America. We've since pivoted factory capacity and excess fabric to produce millions more washable fabric masks for customers."

"To lead the company into its next chapter, we sought a dynamic leader who could bring a deep respect for our customers and make the decisions necessary to deliver value from our portfolio of brands over the long term. Sonia has all of the characteristics and experiences needed to effectively execute against the work ahead. She is an excellent operator who drives innovation and decisive action, and she leads with both vision and heart."

- Bob Fisher,
Former Interim
CEO, Gap



“I expect to execute a corporate strategy that emphasizes continuing operational improvement within our manufacturing operations; capital discipline and return of capital to shareholders; investment in our renewables business to create scale and advantage within feedstock selection and processing; and continued growth of our midstream business, particularly in applications where we’re able to integrate midstream services presently provided by third parties.”

Michael (Mike) Jennings

Appointed	January 1, 2020
Age at Appt.	53*
Succeeded	George Damiris
Previous Role	EVP
Education	BA, Dartmouth College MBA, University of Chicago

Road to the Top

Petroleum industry veteran, returned to the CEO role after serving previously.

Track Record Highlights

Early in his career, Michael Jennings served in various positions at US Trust Company of New York and British Petroleum. From 1995 to 2005, he served as Director of Acquisitions and later as Vice President and Treasurer of Cooper Cameron, now Cameron International Corp. Jennings served as the EVP and CFO of Frontier Oil Corporation from 2005 until 2009, and then as President and CEO of Frontier from 2009 until the merger of Holly Corporation and Frontier in July 2011. He then served as CEO and President of HollyFrontier from the merger until January 2016, as Executive Chairman of HollyFrontier from January 2016 until January 2017, and as EVP of HollyFrontier from November 2019 through December 2019. Jennings served as Chairman of the Board of HollyFrontier from January 2013 to January 2016 and from January 2017 to February 2019.

On COVID-19

“Companies across the country are adapting to this new normal to ensure the sustainability and continuity of business and it’s no different for us here at HollyFrontier. With the health and safety of our employees as a top priority, we’ve continued several initiatives, including limiting on-site staff at our facilities to essential operational personnel only while using a work-from-home policy for certain employees and restricting travel. These actions, along with the hard work and dedication of our employees, have enabled safe and reliable operations across all of our business segments.”

Sources

Sources

Company press releases, company websites, company transcripts and earnings calls, FactSet, BoardEx, *Aerotech News*, *American Banker*, *Axios*, *Barron's*, *BioSpace*, *Bloomberg*, *Business Insider*, *The Business Journals*, *CBS News*, *Chicago Tribune*, *Chief Executive*, *CNBC*, *CNET*, *CNN*, *Crain's Chicago Business*, *Dallas Morning News*, *Defense News*, *Detroit Free Press*, *The Economic Times*, *Fierce Telecom*, *The Financial Times*, *Food Business News*, *Forbes*, *Fortune*, *Fox Business*, *The Hollywood Reporter*, *Houston Chronicle*, *IGN*, *IndieWire*, *LinkedIn*, *Market Screener*, *MarketWatch*, *MassDevice*, *The Motley Fool*, *Nashville Post*, *NBC News*, *The New York Times*, *Observer*, *Pioneer Press*, *PR Newswire*, *The Real Deal*, *Reuters*, *Roanoke Times*, *The Seattle Times*, *Seeking Alpha*, *Star Tribune*, *StreetInsider*, *TechCrunch*, *TheStreet*, *Time*, *USA Today*, *Variety*, *The Verge*, *Virginia Business*, *The Wall Street Journal*, *The Washington Post*, *The Winston-Salem Journal*, and *Yahoo! News*.

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Feigen Advisors serves CEOs of large global enterprises, advising on all aspects of value creation.

Our firm has three integrated practices:

- We counsel Chief Executives of leading global enterprises who seek to create industry-leading value.
- We help prepare CEO candidates and designates for the CEO role.
- We help CEOs and Boards plan and execute CEO succession.

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