

FEIGEN ADVISORS

**NEW CEO REPORT®**

JANUARY - DECEMBER 2022



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# The Feigen Advisors 2022 New CEO Report

We are pleased to share our ninth annual New CEO Report, profiling the twenty-five new CEOs in the top 250 companies by revenue in the S&P 500.



These twenty-five new chief executives run companies with a combined \$1.4 trillion in revenue and over two million employees. Their average age at appointment is 56 years old. 88% were promoted from within, and insiders averaged more than two decades of service at their companies.

2022 was the year that many companies started to bounce back from COVID. We can see it as a time of new beginnings and recovery and a great moment for new CEOs to steer a fresh course for the companies they lead. Nevertheless, the new CEOs in this report will still find themselves having to deal with COVID's lingering after-effects, especially volatility in the labor market, supply chain, and fallout from the readjustment of pandemic-era working terms and conditions. Additionally, they will need to address the consequences of war in Ukraine and wider geopolitical instability, as well as the ongoing worldwide challenges of economic stagnation and environmental crisis.

In these challenging times, the qualities that our business leaders need above all else are resilience and optimism. These are not just personal qualities – great CEOs are able to project their resilience and optimism onto their colleagues and the businesses and the customers they serve. And, in the case of the major companies listed in this report, it is resilient and optimistic CEOs who will inspire confidence in our market economy and our future economic prospects.

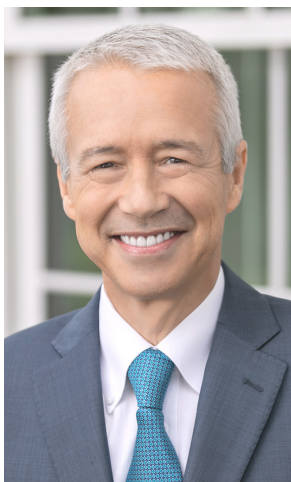
We wish these new CEOs and the companies they serve the very best of good fortune.

Marc A. Feigen  
Chief Executive Officer  
Feigen Advisors LLC

# The New CEO Class of 2022

<i>Company</i>	<i>CEO</i>	<i>Market Cap<sup>1</sup></i>	<i>Page</i>
Johnson & Johnson	Joaquin Duato	\$ 461.8	4
The Home Depot, Inc.	Edward (Ted) Decker	321.9	5
NextEra Energy, Inc.	John Ketchum	166.1	6
Linde plc	Sanjiv Lamba	160.7	7
Walt Disney Company	Robert (Bob) Iger	158.4	8
CSX Corporation	Joseph (Joe) Hinrichs	65.1	9
Dollar General Corporation	Jeffery (Jeff) Owen	55.1	10
Charter Communications, Inc.	Christopher (Chris) Winfrey	52.8	11
Phillips 66	Mark Lashier	49.2	12
Centene Corporation	Sarah London	46.4	13
FedEx Corporation	Rajesh (Raj) Subramaniam	43.7	14
Exelon Corporation	Calvin Butler, Jr.	43.0	15
Fidelity National Information Services, Inc.	Stephanie Ferris	40.3	16
Bank of New York Mellon Corp	Robin Vince	36.8	17
Cummins Inc.	Jennifer Rumsey	34.2	18
Constellation Energy Corporation	Joseph (Joe) Dominguez	28.2	19
LyondellBasell Industries NV	Peter Vanacker	27.0	20
Entergy Corporation	Andrew (Drew) Marsh	22.9	21
Cardinal Health, Inc.	Jason Hollar	20.2	22
Southwest Airlines Co.	Robert (Bob) Jordan	20.0	23
Ball Corporation	Daniel (Dan) Fisher	16.1	24
Stanley Black & Decker, Inc.	Donald (Don) Allan, Jr.	11.5	25
American Airlines Group, Inc.	Robert Isom, Jr.	8.3	26
Lumen Technologies, Inc.	Kate Johnson	5.4	27
Lincoln National Corp	Ellen Cooper	5.2	28

1. Market Capitalization in billions of dollars as of December 31<sup>st</sup>, 2022.



## Joaquin Duato

<b>Appointed</b>	January 3, 2022
<b>Age at Appt.</b>	59
<b>Succeeded</b>	Alex Gorsky
<b>Previous Role</b>	Vice Chairman, Executive Committee
<b>Education</b>	MIM, Thunderbird School of Global Management MBA, Esade

### Road to the Top

Thirty-three-year veteran of the Johnson & Johnson pharmaceutical business; worked in various roles in the United States and abroad.

### Track Record Highlights

A dual citizen of Spain and the U.S., Joaquin Duato has spent most of his career at Johnson & Johnson, starting at its subsidiary Janssen Pharmaceuticals in Spain in 1989. In 2009, Johnson & Johnson appointed Duato Group Chairman, North America Pharmaceuticals and, since then, he has held several roles of increasing responsibility in all business sectors and across multiple geographies and functions. From 2018 until he was appointed CEO, he served as Vice Chairman of Johnson & Johnson's Executive Committee, where he led strategy for the Pharmaceutical and Consumer Health sectors and oversaw both IT and the Global Supply Chain.

### In the Words of Others

“During Joaquin’s career with the Company, the Board has witnessed firsthand his ability to effectively lead, collaborate, and create value for all our stakeholders. We have the utmost confidence that he will continue to be an excellent steward of the business.”

– Anne Mulcahy, Lead Director, Johnson & Johnson

*“I am honored to serve as Johnson & Johnson’s next CEO. As the world continues to face significant health challenges, including the ongoing pandemic, I am inspired by Johnson & Johnson’s opportunity to play a key role in meaningfully improving the global trajectory of human health.”*



*“We’re so fortunate [that], in 42 years as a company, the culture is so strong. The culture takes care of it, and our associates take care of each other.”*

## Edward (Ted) Decker

<b>Appointed</b>	March 1, 2022
<b>Age at Appt.</b>	60
<b>Succeeded</b>	Craig Menear
<b>Previous Role</b>	President and COO
<b>Education</b>	BA, English, The College of William & Mary MBA, Carnegie Mellon University

### Road to the Top

Twenty-two-year Home Depot veteran, with wide experience throughout the company.

### Track Record Highlights

Before joining The Home Depot, Ted Decker held various corporate finance, lending and credit positions at PNC Bank and then worked in business development, strategic planning and finance at Kimberly-Clark Corp. and Scott Paper Co. Decker joined Home Depot in 2000 as director of business valuation. Since then, he has held several strategic positions across the company, including Senior Director of Business Valuation, SVP of Strategic Business Development and SVP of Retail Finance. Decker served as Chief Merchant and EVP of Merchandising for more than six years, where he was responsible for store and online merchandising departments, merchandising strategy, marketing and vendor management and in-store environment. From 2020 to 2022, he served as President and COO.

### In the Words of Others

“As a 22-year associate of The Home Depot, Ted has nurtured our culture by living our values and demonstrating servant leadership throughout his career. ... His ability to blend the art and science of retail is exactly what is needed in the next phase of growth for The Home Depot. I have tremendous confidence that he will guide our company to new heights.”

– Craig Menear, Former Chairman and CEO, The Home Depot



*“As CEO, I intend to remain intensely focused on delivering value for our shareholders and building upon our long track record of success. I believe there is no company better positioned to lead our country’s energy transformation than NextEra Energy, and I am humbled by the opportunity to lead this team through such an exciting period for our company.”*

## John Ketchum

**Appointed** March 1, 2022  
**Age at Appt.** 51  
**Succeeded** James (Jim) Robo  
**Previous Role** President and CEO, NextEra Energy Resources  
**Education** BA, Economics and Finance, University of Arizona  
LLM and JD, University of Missouri–Kansas City

### Road to the Top

Twenty-year veteran of NextEra Energy, joining the company in 2002 after practicing law.

### Track Record Highlights

Prior to joining NextEra Energy in 2002, John Ketchum practiced law at Holland & Knight and Lathrop GPM and as Corporate Counsel at TECO Energy. He has a diverse business, finance, and legal background with a broad range of experience across key executive roles at NextEra Energy and its affiliated companies. From 2016 to 2019 he served as CFO of Florida Power and Light. Prior to his succession to the role of CEO, he served as President and CEO of NextEra Energy Resources, the company’s competitive energy supplier subsidiary, the world’s largest generator of renewable energy from the wind and sun and a world leader in battery storage.

### In the Words of Others

“John has been a key part of NextEra Energy Partners’ success and I know he is the right leader to take NextEra Energy Partners to even greater heights. As I hand over my CEO responsibilities to him, I have never been more optimistic about NextEra Energy Partners’ future growth prospects.”

– Jim Robo, Former Chairman and CEO, NextEra Energy



## Sanjiv Lamba

<b>Appointed</b>	March 1, 2022
<b>Age at Appt.</b>	57
<b>Succeeded</b>	Stephen (Steve) Angel
<b>Previous Role</b>	COO
<b>Education</b>	BCom, St. Xavier's College Kolkata

### Road to the Top

Thirty-three-year veteran of Linde, starting in finance in 1989 with Linde subsidiary BOC India.

### Track Record Highlights

Sanjiv Lamba started his career at industrial gas and engineering company Linde in 1989 with BOC India, working in Finance. He was appointed Director of Finance and subsequently Managing Director for the India business in 2001. He has worked in a number of geographies for Linde, including India, UK, Singapore and Germany, where he served as member of the Executive Board of Linde AG. Lamba served as Linde's EVP of APAC, from 2019 to 2021. Prior to being appointed CEO, Lamba was Linde's COO.

### In the Words of Others

"I'm pleased to know Steve will now lead the Board of Directors and Sanjiv will be at the helm of the company. Linde could not be in better hands."

– Wolfgang Reitzle, Former Chairman and CEO, Linde

*"Linde is exceptionally well-positioned to capitalize on profitable growth opportunities in several end markets, including electronics, healthcare and clean energy. I look forward to working with the talented Linde team to continue driving our high-performance culture and create sustainable value for Linde shareholders."*





*“Disney and its incomparable brands and franchises hold a special place in the hearts of so many people around the globe—most especially in the hearts of our employees, whose dedication to this company and its mission is an inspiration. I am deeply honored to be asked to again lead this remarkable team, with a clear mission focused on creative excellence to inspire generations through unrivaled, bold storytelling.”*

## Robert (Bob) Iger

<b>Appointed</b>	November 20, 2022
<b>Age at Appt.</b>	71
<b>Succeeded</b>	Robert (Bob) Chapek
<b>Previous Role</b>	Executive Chairman, before retiring in 2021
<b>Education</b>	BS, Television and Radio, Ithaca College

### Road to the Top

Disney veteran who spent more than four decades at Disney, including 15 years as CEO, before his reappointment in 2022.

### Track Record Highlights

Bob Iger, described by CEO Today magazine as “one of the most influential and successful CEOs in the entertainment industry,” served as CEO of The Walt Disney Corporation from 2005 to 2020. Replaced as Disney’s CEO by Bob Chapek in February 2020, but just eleven months later, after a 37% fall in its share price and disastrous fourth quarter results, Disney made the surprise announcement that it had re-appointed Iger. During Iger’s original tenure as Disney’s CEO, “a run that was widely seen as one of the most successful in Hollywood history”, Iger led the company’s expansion into digital media, most notably by launching Disney+. He also oversaw Disney’s acquisitions of Pixar, Marvel, and Lucasfilm (including its Star Wars properties), positioning the company for unprecedented growth in the years to come. Iger began his career at ABC in 1974. He joined the Disney senior management team in 1996 as Chairman of the Disney-owned ABC Group, and in 1999, was appointed President, Walt Disney International. From 2000-2005, he served as President and COO.

### In the Words of Others

“Mr. Iger is uniquely situated to lead the Company through this pivotal period. [He] has the deep respect of Disney’s senior leadership team, most of whom he worked closely with until his departure as executive chairman 11 months ago, and he is greatly admired by Disney employees worldwide—all of which will allow for a seamless transition of leadership.”

– Susan Arnold, Chairman, The Walt Disney Company



*“My focus on day one will be to continue to execute on the strategy the team has identified: leveraging CSX’s proven operating model as a leader in the railroad industry, to drive growth through innovation, harness transformative technology and build a one-team workforce through an engaging and inclusive culture.”*

## Joseph (Joe) Hinrichs

<b>Appointed</b>	September 26, 2022
<b>Age at Appt.</b>	55
<b>Succeeded</b>	James (Jim) Foote
<b>Previous Role</b>	President, Global Automotive Division, Ford
<b>Education</b>	BS, Elec. Eng., University of Dayton MBA, Harvard University

### Road to the Top

Joined CSX from Ford, after more than 30 years of experience in the global automotive, manufacturing, and energy sectors.

### Track Record Highlights

Joe Hinrichs began his career with General Motors in 1989, initially as an engineer and then as plant manager. Following his tenure at Ryan Enterprises from 1998 to 2000, where he oversaw the private equity firm’s investments in small entrepreneurial businesses, Hinrichs joined Ford to run its Van Dyke Transmissions Plant. He was appointed to roles of increasing responsibility, assuming his first global role just two years into his career at Ford. Roles he held at Ford include President of Global Operations, President of the Americas, President of Asia Pacific and Africa, Chairman and CEO of Ford China, and Chairman and CEO of Ford Canada. From 2019 to 2020, Hinrichs served as President of Ford Motor Company’s global automotive business, where he led the company’s \$160-billion automotive operations.

### In the Words of Others

“Joe’s great strength is operational excellence. He enabled Ford to execute world-class manufacturing on a global scale, including prioritizing exceptional customer service. In addition to leading complex businesses over his 30-year career, he has proven that he understands how to prioritize safety and efficiency in an industry with dynamics that are similar to those we are navigating today in rail.”

– James Foote, Former CEO, CSX



*“For the past three decades, I’ve grown and developed within our Company, and I couldn’t be prouder to serve as CEO alongside an amazing team in our stores, distribution centers, private fleet and Store Support Center.”*

## Jeffery (Jeff) Owen

<b>Appointed</b>	November 1, 2022
<b>Age at Appt.</b>	52
<b>Succeeded</b>	Todd Vasos
<b>Previous Role</b>	COO
<b>Education</b>	BA, Economics and HOD, Vanderbilt University MBA, Vanderbilt University

### Road to the Top

Thirty-year veteran of Dollar General, starting as a trainee store manager.

### Track Record Highlights

Jeff Owen began his career as a Dollar General store manager trainee in Nashville in 1992. Throughout his tenure with the variety store company, Owen has held numerous positions of increasing responsibility including SVP of Store Operations from 2011 to 2014 and EVP of Store Operations from 2015 to 2019. As the head of Store Operations, he oversaw the operations of nearly 16,000 stores in 44 states along with the Real Estate, Construction, and Loss Prevention departments. During his time in this role, the Company added more than 3,500 stores and increased sales by more than 35 percent. Owen served as Dollar General’s COO from 2019 until his appointment as CEO, with responsibility for Store Operations, Merchandising, and Supply Chain.

### In the Words of Others

“Jeff ... is a strategic thinker, strong collaborator and proven leader known for his motivational leadership and deep knowledge of [Dollar General].”

– Michael Calbert, Chairman, Dollar General



*“Charter is the fastest growing cable company in the country, and likely the world. We have attractive products and high-quality service and our employees take pride in what we do. I want us to continue to operate at this service standard and be ready for the next challenge.”*

## Christopher (Chris) Winfrey

<b>Appointed</b>	December 1, 2022
<b>Age at Appt.</b>	47
<b>Succeeded</b>	Thomas (Tom) Rutledge
<b>Previous Role</b>	COO
<b>Education</b>	BS, Accounting, University of Florida MBA, University of Florida

### Road to the Top

Cable industry veteran; joined Charter in 2010 after ten years’ senior financial management experience in Europe.

### Track Record Highlights

Chris Winfrey began his career in the cable industry in 1998, joining Tampa-based Communications Equity Associates as an analyst. Winfrey then worked in Europe for ten years from 2000 to 2010: first at NTL as Director of Financial Planning and Analysis; then at Cablecom as SVP of Corporate Finance and Development; and finally, as CFO of Unitymedia GmbH, Germany’s second largest cable operator. Winfrey joined Charter as CFO in 2010. As CFO, he oversaw Charter’s M&A activity and played an integral role in its Time Warner Cable and Bright House Networks integrations. From 2021 until his appointment as CEO, he served as Charter’s COO, where he led Cable’s \$5 billion rural expansion initiative to bring gigabit broadband connectivity to more than a million unserved locations.

### In the Words of Others

“Chris has consistently demonstrated significant leadership and delivered an impressive track record of successes. He earned the respect and trust of his colleagues, the industry, the financial community, and this Board.”

– Eric Zinterhofer, Lead Director, Charter Communications



## Mark Lashier

<b>Appointed</b>	July 1, 2022
<b>Age at Appt.</b>	60
<b>Succeeded</b>	Greg Garland
<b>Previous Role</b>	President and COO
<b>Education</b>	BS, Chem. Eng., Iowa State University PhD, Chem. Eng., Iowa State University

### Road to the Top

Thirty-three-year veteran of Phillips, starting in 1989 as an Associate Research Engineer.

### Track Record Highlights

Mark Lashier began his career at Phillips Petroleum in 1989 as an Associate Research Engineer and has over 30 years of experience in various executive leadership roles within the energy and petrochemical industries. He has held several leadership positions at Chevron Phillips Chemical Company (CPCChem), a joint venture between Phillips 66 and Chevron, including EVP of Olefins and Polyolefins; SVP of Specialties, Aromatics and Styrenics; VP of Corporate Planning and Development; Project Director for Saudi Arabia; and Regional Manager in Asia. He was President and CEO of CPCChem from 2017 to 2021. Lashier served as COO of Phillips 66 from April 2021 through June 2022.

### In the Words of Others

“Mark is the right leader at the right time for Phillips 66... He has demonstrated a strong track record of delivering growth and driving excellence in both financial and operating results. He will lead a company that has a solid strategy, proven track record, strong leadership, outstanding employees and will successfully navigate and thrive in the energy transition.”

– Greg Garland, Executive Chairman and Former CEO, Phillips 66

*“If you had told me when I started my career at Phillips Petroleum that I would be in this role today, I wouldn’t have thought it possible. But that’s the great thing about this company: It inspires a sense of discovery. Whether those discoveries are about new ways of providing energy or about your own potential, they have the power to lift you to new heights.”*



*“I am honored and humbled to have been selected as the next CEO of Centene and to work alongside extraordinary colleagues to provide quality healthcare to over 26 million Americans. The healthcare landscape is rapidly changing, and Centene’s mission – to transform the health of our communities one member at a time – has never been more relevant.”*

## Sarah London

**Appointed** March 21, 2022  
**Age at Appt.** 42  
**Succeeded** Michael Neidorff  
**Previous Role** Vice Chairman  
**Education** BA, History and Literature, Harvard University  
MBA, The University of Chicago

### Road to the Top

Healthcare industry veteran; joined Centene in 2020 from Optum Ventures.

### Track Record Highlights

London began her healthcare career at Health Leads, an enterprise that partners with healthcare organizations to connect patients to community-based resources. In 2010 she was part of the team that launched Accretive Health’s Quality & Total Cost of Care business, providing end-to-end population health strategy and operational consulting to leading medical centers. In 2011 she joined Humedica, where she served as VP of Client Services & Operations. After Humedica was acquired by Optum in 2013, London served as Chief Product Officer for Optum Analytics and then as a Partner at Optum Ventures, the venture capital arm of UnitedHealth Group. London joined Centene in 2020 as SVP of Technology Innovation and Modernization, and later served as Vice Chairman of the company.

### In the Words of Others

“I am delighted that the Board has appointed Sarah as CEO. Her strategic thinking, fresh perspective and diverse experience make her the natural leader to harness the potential of Centene. Sarah has infused an innovative mindset across the enterprise in her relentless effort to improve Centene’s capabilities to provide the highest quality of care for our members. I have been consistently impressed by Sarah’s passion to serve our members, who are often the most vulnerable amongst us.”

– James Dallas, Chairman, Centene



*“As we continue to transform as a company and reimagine what’s next, we will keep our people-service-profit philosophy at our core. I am immensely proud of our 600,000 team members around the world. Together we’ve set into motion ideas that have changed the world for the better, and together we will unlock new value for our people, customers, and shareholders.”*

## Rajesh (Raj) Subramaniam

<b>Appointed</b>	June 1, 2022
<b>Age at Appt.</b>	54
<b>Succeeded</b>	Frederick (Fred) Smith
<b>Previous Role</b>	President and COO
<b>Education</b>	B.Tech, Chem. Eng., Indian Institute of Technology MS, Chem. Eng., Syracuse University MBA, The University of Texas at Austin

### Road to the Top

Thirty-one-year veteran of FedEx, holding a variety of positions in operations and marketing across the FedEx portfolio of operating companies.

### Track Record Highlights

Raj Subramaniam joined FedEx in 1991. He served as the President of FedEx Express in Canada and in several other management and marketing roles throughout Asia and the U.S., and later as EVP and Chief Marketing and Communications Officer of FedEx, where he was responsible for developing corporate strategy. From 2019 until being named President and CEO-elect in March 2022, Subramaniam was President and CEO of FedEx Express, the world’s largest express transportation company, and then President and COO of FedEx Corporation.

### In the Words of Others

“Raj . . . has more than 30 years of global experience across strategy and operations and has led the company through a period of tremendous growth. I am confident that Raj will build on this foundation and take the company to even greater heights.”

– David Steiner, Lead Director, FedEx



*“At Exelon, we are uniquely positioned to lead the nation and our industry to a clean energy future that is safe, reliable, affordable, and equitable for all. I appreciate the Board’s confidence in me and will do everything I can to serve our customers and communities, keep our employees safe and move the energy industry forward.”*

## Calvin Butler, Jr.

<b>Appointed</b>	December 31, 2022
<b>Age at Appt.</b>	53
<b>Succeeded</b>	Christopher (Chris) Crane
<b>Previous Role</b>	President and COO
<b>Education</b>	BS, PR and Political Science, Bradley University JD, Washington University in St. Louis

### Road to the Top

Fourteen-year Exelon veteran; joined the company in 2008 from R.R. Donnelley.

### Track Record Highlights

Calvin Butler has more than 28 years of leadership experience in the utilities industry and in regulatory, legislative, and public affairs. He spent his early career with Central Illinois Light Company (CILCORP), where he worked in government affairs, legal and strategy. From 1999, he held senior leadership roles in external affairs as well as in manufacturing, with the print, digital and supply chain solutions company R.R. Donnelley. Butler joined Exelon in 2008. He held various leadership positions at Exelon subsidiary ComEd, including SVP of Corporate Affairs and VP of Governmental and Legislative Affairs. From 2013 to 2014 Butler served as SVP of Regulatory and External Affairs at Exelon subsidiary Baltimore Gas and Electric (BGE), and as CEO of BGE from 2014 to 2019, when he was appointed CEO of Exelon Utilities. Butler served as senior EVP and COO of Exelon since October 2021 before being promoted to President and COO in October 2022.

### In the Words of Others

“Calvin is a man of unquestionable integrity, a talented leader and dedicated to our purpose, our values and ensuring that the benefits of clean energy are shared equitably across all of the communities we serve. ... I know the company and our people are in excellent hands.”

– Chris Crane, Former CEO, Exelon





*“FIS’ stellar history, marquee clients and successful innovation provide an unrivaled foundation for us to chart FIS’ future course for fintech innovation and value creation, and I’m incredibly excited to lead the company into its future.”*

## Stephanie Ferris

<b>Appointed</b>	December 16, 2022
<b>Age at Appt.</b>	49
<b>Succeeded</b>	Gary Norcross
<b>Previous Role</b>	President
<b>Education</b>	BS, Accountancy, Miami University

### Road to the Top

A 28-year industry veteran with expertise in payments and technology platform businesses, joined FIS with the acquisition of Worldpay in 2019.

### Track Record Highlights

Stephanie Ferris began her career in public accounting at PricewaterhouseCoopers in 1995. In 2006 she joined Fifth Third Bancorp, where she was the CFO of the payments processing division which was later spun out and became Vantiv. In 2016 she was appointed CFO of Vantiv. In 2018 Vantiv acquired Worldpay Group, a London-based leader in global e-commerce and technology-led payment solutions, and Worldpay was formed. Ferris came to FIS as the CFO of Worldpay, which was acquired by FIS in July 2019. She was named President of FIS in February 2022.

### In the Words of Others

“Since joining FIS, Stephanie has continually demonstrated tremendous leadership and bold actions in achievement of our goals. The Board and I are extremely confident in her ability to lead FIS in its next chapter of growth and transformation.”

– Gary Norcross, Former Chairman and CEO, FIS



*“BNY Mellon plays a critical role in the global financial system, and it is our spirit of innovation, deep client relationships and culture that differentiate the company. I look forward to leading this historic institution of nearly 50,000 employees, with a rigorous approach to driving further organic growth and creating value for all stakeholders.”*

## Robin Vince

**Appointed** August 31, 2022  
**Age at Appt.** 51  
**Succeeded** Thomas (Todd) Gibbons  
**Previous Role** President  
**Education** BA, Languages, University of Nottingham

### Road to the Top

Joined BNY Mellon after twenty-six years at Goldman Sachs.

### Track Record Highlights

Prior to joining BNY Mellon, Robin Vince was the Chief Risk Officer of Goldman Sachs and a member of the Management Committee. He joined Goldman Sachs in 1994 and held many leadership roles, including Treasurer, Head of Operations, Head of Global Money Markets, COO of EMEA and CEO of Goldman Sachs International Bank, among others. He served on several key subsidiary boards and governance committees, and was named Managing Director in 2002 and Partner in 2006. In October 2020 he joined BNY Mellon as Vice Chair of BNY Mellon and CEO of Global Market Infrastructure. In that role, he oversaw BNY Mellon’s Clearance and Collateral Management, Treasury Services, Markets and Execution Services, and Pershing businesses.

### In the Words of Others

“I cannot think of a better person than Robin to ensure the company capitalizes on the broad range of opportunities ahead as the industry continues to evolve. Robin has been a significant contributor to the company, our strategy and growth agenda.”

– Todd Gibbons, Former CEO, BNY Mellon



## Jennifer Rumsey

<b>Appointed</b>	August 1, 2022
<b>Age at Appt.</b>	49
<b>Succeeded</b>	Norman (Tom) Linebarger
<b>Previous Role</b>	President and COO
<b>Education</b>	BS, Mechanical Engineering, Purdue University MS, Mechanical Engineering, MIT

### Road to the Top

Twenty-two-year veteran of Cummins, holding several positions of increasing responsibility.

### Track Record Highlights

Jennifer Rumsey's early career focused on control systems and system engineering, initially at a fuel processing and fuel cell start-up company in Cambridge, MA. In 2000, she moved to Cummins and has worked in a variety of engineering and management roles across the company. From 2015 to 2019 Rumsey served as VP and CTO, where she led the global technical organization of approximately 11,000 employees responsible for research and engineering across Cummins. From 2019 to 2021, Rumsey was VP and President of Components, one of Cummins' five business segments. As the President of Components, Rumsey oversaw an organization of more than 12,000 global employees with sales of \$6 billion in 2020. She assumed the role of President and COO in March 2021.

### In the Words of Others

"Jen uniquely understands our customers and business, having worked in many different parts of the business during her more than 20-year career, and in every role, she has consistently delivered results."

– Tom Linebarger, Chairman and Former CEO, Cummins

*"At Cummins, we build solutions that serve our customers' needs and better our planet both now and in the future. At a time when technology is evolving more rapidly than at any point in our history, we must emphasize the critical role people play in our collective success. By putting people at the center of everything we do, we will power the path to decarbonization and advance our mission of powering a more prosperous world."*



*“I’m excited about the opportunity to lead such a talented workforce as we seek new opportunities to help our customers and communities reduce pollution and power a next-generation energy grid.”*

## Joseph (Joe) Dominguez

**Appointed** February 1, 2022  
**Age at Appt.** 59  
**Succeeded** Christopher (Chris) Crane, Exelon Generation  
**Previous Role** Division CEO, Exelon Generation  
**Education** BS, Mech. Eng., New Jersey Institute of Technology  
JD, Rutgers University

### Road to the Top

Twenty-year Exelon veteran; made CEO of Constellation Energy Corporation upon its separation from Exelon.

### Track Record Highlights

Joe Dominguez began his career practicing law and is a former assistant U.S. Attorney for the Eastern District of Pennsylvania. He began his career at Exelon in 2002 as Associate General Counsel, taking responsibility for all litigation matters in the mid-Atlantic region. He was named General Counsel for Exelon Utility PECO in 2004, and in 2007 was named SVP of State Regulatory and Government Affairs and General Counsel of Exelon Generation. His role expanded in 2009 to include SVP of Communications, and in 2010 he was named SVP of Federal Regulatory Affairs and Public Policy for Exelon. Dominguez became CEO of Exelon company ComEd in 2018, overseeing management of the electric grid serving more than four million customers in Chicago and most of northern Illinois. In 2022 he was named CEO of Exelon Generation in preparation for the separation of Exelon and Constellation.

### In the Words of Others

“Constellation will be the largest producer of clean energy in the nation by a wide margin, giving our expansive customer-facing platform a competitive edge as consumers and policymakers increasingly demand sustainable energy solutions.”

– Chris Crane, Former CEO, Exelon Corporation



*“What inspired me when I was offered the job at LyondellBasell was its leadership status within the industry. The difference that I can make by being at the helm of such a company is pivotal, as we work on finding solutions for a healthier planet and supporting the energy transition for future generations.”*

## Peter Vanacker

<b>Appointed</b>	May 23, 2022
<b>Age at Appt.</b>	56
<b>Succeeded</b>	Bhavesh (Bob) Patel
<b>Previous Role</b>	President and CEO, Neste Corporation
<b>Education</b>	MSc, Chemical Engineering, University of Ghent

### Road to the Top

Joined Dutch multinational chemical company LyondellBasell from Neste Corporation, after a long international career.

### Track Record Highlights

Throughout his international career, Peter Vanacker has worked in Belgium, Brazil, China, Finland, Germany, and the United States. From 1990, he held a series of roles at Bayer AG, including EVP and Head of the Global Polyurethanes business and member of the Executive Committee of Bayer Material Science, now Covestro. From 2012 to 2018, Vanacker served as CEO of Treofan Group, a manufacturer of polypropylene films, and of CABB Group GmbH, a fine chemicals producer. From 2018 until joining LyondellBasell, Vanacker was President and CEO of Neste Corporation, a renewable products company.

### In the Words of Others

“Peter’s outstanding leadership and industry experience made him the Board’s choice in an exceptional field of candidates who were considered as part of the comprehensive search process. The Board is confident that his success in delivering value to shareholders, along with his strategic and forward-thinking mindset, will serve the Company well as we continue to drive growth and advance our climate and circularity goals.”

– Jacques Aigrain, Chairman, LyondellBasell



*“I will uphold Entergy’s values and the strategy that [Leo Denault] has instilled in our leadership team. I look forward to advancing our We Power Life vision as we continue our journey of becoming the premier utility for everyone.”*

## Andrew (Drew) Marsh

<b>Appointed</b>	November 1, 2022
<b>Age at Appt.</b>	50
<b>Succeeded</b>	Leo Denault
<b>Previous Role</b>	SVP and CFO
<b>Education</b>	BS, Mech. Eng., The University of Notre Dame MBA, Northwestern University

### Road to the Top

Twenty-four-year Entergy veteran, holding a variety of financial planning and strategy roles.

### Track Record Highlights

Drew Marsh joined Entergy in 1998 as an Associate in Strategic Planning and Special Projects. His previous roles at Entergy included VP of Planning and Financial Communications and VP of Strategic Planning for Entergy-Koch, LP, a joint venture with Koch Industries. In 2013, Marsh was appointed SVP and CFO of Entergy, in which role he was responsible for corporate-wide finance, accounting, tax, internal audit, treasury, investor relations, corporate development and planning, and IT.

### In the Words of Others

“Having worked closely alongside Drew for many years building Entergy’s vision for the future, I have seen firsthand his strategic leadership, in-depth knowledge of all aspects of the business, and astute financial acumen. The future for Entergy is bright and there are significant opportunities ahead. I know Drew is the right person to successfully lead the company forward on the path we’ve built together.”

– Leo Denault, Chairman and Former CEO, Entergy



*“This is a transformational period at Cardinal Health and I am humbled to have the opportunity to lead a business that plays such a vital role in the healthcare ecosystem. I look forward to working closely with Cardinal Health’s talented employees, management team, and Board as we continue to build upon our strong foundation and deliver value to our customers, communities, and shareholders.”*

## Jason Hollar

<b>Appointed</b>	September 1, 2022
<b>Age at Appt.</b>	48
<b>Succeeded</b>	Michael (Mike) Kaufmann
<b>Previous Role</b>	CFO
<b>Education</b>	BS, Business, Indiana University MBA, The University of Chicago

### Road to the Top

Joined Cardinal Health in 2020 from Tenneco, with wide experience in finance, manufacturing and distribution.

### Track Record Highlights

Jason Hollar has more than 25 years of experience across finance, global manufacturing and distribution. From 1995 to 2014, Hollar worked with both Navistar and Delphi Automotive in various senior finance roles overseeing operations in the United States, EMEA, and South America. Hollar served as SVP of Finance and then CFO of Sears from 2014 to 2017, and as EVP and CFO of Tenneco, a global automotive products and services company, from 2017 to 2020. He joined Cardinal Health in April 2020 as EVP of Finance, and was promoted to CFO in May 2020.

### In the Words of Others

“We look forward to leveraging Jason’s broad executive experience and are confident in his ability to lead Cardinal Health on a path to long-term growth.”

– Gregory Kenny, Chairman, Cardinal Health



*“The Heart of Southwest is our People; they make the difference for our Customers, and I look forward to serving them. We have a terrific team of Leaders, many of whom I have had the joy of working alongside for decades.”*

## Robert (Bob) Jordan

<b>Appointed</b>	February 1, 2022
<b>Age at Appt.</b>	60
<b>Succeeded</b>	Gary Kelly
<b>Previous Role</b>	EVP, Corporate Services
<b>Education</b>	BS, Computer Science, Texas A&M University MBA, Texas A&M University

### Road to the Top

Thirty-four-year Southwest veteran, holding a variety of posts throughout the company.

### Track Record Highlights

Bob Jordan began his career as a programmer and financial analyst for Hewlett-Packard. He joined Southwest in 1988 as a programmer in Technology and has held 15 different positions at Southwest, including leadership roles in the areas of finance, planning, procurement, fuel, facilities, technology, corporate strategy, and as Chief Commercial Officer. He also served as the President of AirTran Airways during its successful integration. Most recently, Jordan served as Southwest’s EVP of Corporate Services. During his more than three decades at Southwest, Jordan led executive oversight for development of the Southwest.com e-commerce platform, the revamp of the Rapid Rewards® loyalty program in 2011, the \$3.2 billion acquisition and integration of AirTran Airways, the comprehensive “Heart” brand refresh in 2014, and the 2017 switch to a new reservations system.

### In the Words of Others

“Bob and I have worked side by side for more than 30 years. He is a gifted and experienced executive and well-prepared to take on this important role.”

– Gary Kelly, Chairman and Former CEO, Southwest





*“Ball is well positioned for the future, and I welcome the opportunity to continue to work with John [Hayes] as chairman and benefit from his experience as we create value for all of our stakeholders, using Drive for 10 and EVA as our guide.”*

## Daniel (Dan) Fisher

**Appointed** April 27, 2022  
**Age at Appt.** 50  
**Succeeded** John Hayes  
**Previous Role** President  
**Education** BBA, Washington University  
MBA, University of Colorado

### Road to the Top

Twelve-year Ball veteran; joined Ball from Bradken in 2010.

### Track Record Highlights

Dan Fisher began his career as VP and Affiliate Manager at Grey Mountain Partners and has held increasingly senior financial leadership positions in various companies including Emerson Electric and Danaher, where he served as CFO. He also served as CFO of Americas for Bradken Corporation before joining Ball in 2010 as VP of Finance for the North American beverage business. Fisher has 12 years of executive leadership experience at Ball in a variety of positions, including President of the North and Central America beverage business and, from 2016 to 2021, SVP and COO of the global beverage business. More recently, he has led Ball’s aerospace, aluminum aerosol and aluminum cups businesses. He was appointed President in 2021.

### In the Words of Others

“Dan is a proven and respected leader who has exemplified behaving like an owner, as he has delivered strong operating results through a relentless commitment to our customers, our people and our culture. He is ready for these new responsibilities, and we could not be more excited for our future under Dan’s leadership.”

– John Hayes, Former Chairman and CEO, Ball Corporation



*“Looking ahead, with our recent portfolio actions, Stanley Black & Decker is a more focused and streamlined company, with leading franchises that serve the construction, outdoor, and industrial markets. Our strong leadership team is committed to capitalizing on our organic growth catalysts, enhancing operational execution through price realization and cost prioritization, transforming the supply chain, and successfully completing our outdoor integrations and security divestitures.”*

## Donald (Don) Allan, Jr.

**Appointed** July 1, 2022  
**Age at Appt.** 58  
**Succeeded** James (Jim) Loree  
**Previous Role** President and CFO  
**Education** BS, Accounting, University of Hartford

### Road to the Top

Twenty-three-year veteran of Stanley Black & Decker; joined the company in 1999 from Loctite Corporation.

### Track Record Highlights

Don Allan began his career with nine years at Ernst & Young and then held financial management positions with Loctite Corporation. He joined Stanley Black & Decker in 1999 in a finance role. From 2016 he served as CFO, adding the role of President in 2021. During his time as President and CFO, he focused on driving strategic, long-term profitable growth and overseeing its transformation strategy. Previously, Allan shared responsibility for Global Operations and Supply Chain, and oversaw the Stanley Security business, the Outdoor Products Group and Asia Tools & Storage. He also led Finance, Information Technology, Margin Resiliency, Industry 4.0, and Advanced Analytics.

### In the Words of Others

“[In] naming [Don Allan] as our next CEO, we have chosen a world-class executive with exceptional experience and leadership skills. Since arriving at the Company in 1999, Don has been instrumental in driving the Company’s growth and transformation strategy. He is well respected throughout the organization as well as among our valued customers and the investment community.”

– Andrea Ayers, Chair, Stanley Black & Decker



*“Over the past several years, our airline and our industry have gone through a period of transformative change. And with change comes opportunity. Today, our more than 130,000 dedicated team members fly more people than any other U.S. airline on the youngest fleet of all the network carriers, and we are positioned to continue to lead the industry as travel rebounds.”*

## Robert Isom, Jr.

<b>Appointed</b>	March 31, 2022
<b>Age at Appt.</b>	58
<b>Succeeded</b>	William (Doug) Parker, Jr.
<b>Previous Role</b>	President
<b>Education</b>	BS, Mech. Eng., The University of Notre Dame BA, English, The University of Notre Dame MBA, University of Michigan

### Road to the Top

Nineteen-year veteran of American Airlines; joined the company from US Airways in 2013.

### Track Record Highlights

Robert Isom started his career at The Procter & Gamble Company in 1987. From 1995 to 2007 he held senior executive finance, commercial, operations, strategy and international roles at America West Airlines, Northwest Airlines and GMAC Residential Capital. Isom served as EVP and COO of US Airways until 2013, when it was acquired by American Airlines. At American, he held those same positions until 2016, when he was appointed President. In that role he oversaw the airline’s commercial and operations activities.

### In the Words of Others

“Robert is a collaborative leader with deep operational expertise and global industry experience. His efforts to guide and support our team throughout the pandemic have been nothing short of phenomenal. We are well-positioned to take full advantage of our industry’s recovery, and now is the right time for a handoff we have planned and prepared for. I feel extremely fortunate to hand the reins to this clear and capable leader.”

– Doug Parker, Former CEO, American Airlines



*“Lumen has made significant progress strengthening its balance sheet, expanding its fiber footprint and enhancing its portfolio of digital capabilities. I’m looking forward to leading this great company through its next chapter and helping customers leverage the Lumen platform to power amazing digital world experiences.”*

## Kate Johnson

**Appointed** November 7, 2022  
**Age at Appt.** 55  
**Succeeded** Jeffrey (Jeff) Storey  
**Previous Role** President, Microsoft U.S.  
**Education** BS, Electrical Engineering, Lehigh University  
MBA, University of Pennsylvania

### Road to the Top

Almost thirty years of experience in a variety of technology and leadership roles; joined Lumen Technologies from Microsoft.

### Track Record Highlights

Kate Johnson began her career at Deloitte Consulting in 1993 and joined UBS Investment Bank in 2000. From 2004 to 2007 she was VP of Services at Red Hat. After that, she held executive leadership roles at Oracle, GE Digital, and Microsoft. From 2017 to 2021 Johnson led Microsoft U.S., the company’s largest business with a remit for all of the company’s sales, services, marketing, and operations. While in that role, she led the division through a substantive cultural transformation while nearly doubling enterprise revenues.

### In the Words of Others

“We are confident she is the right leader to take the reins at this important moment in Lumen’s history. Kate is an inspiring and motivational leader who is known for identifying and creating growth. She is the ideal CEO for Lumen.”

– T. Michael Glenn, Chairman, Lumen



*“Harnessing the power of our superior product manufacturing and distribution capabilities, combined with our strong culture centered on longstanding relationships and highly talented people, we will continue to deliver trusted solutions for millions of Americans seeking financial security and protection for themselves and the people they care about most.”*

## Ellen Cooper

**Appointed** May 27, 2022  
**Age at Appt.** 57  
**Succeeded** Dennis Glass  
**Previous Role** EVP and Chief Investment Officer  
**Education** BBA, Actuarial Science, Temple University

### Road to the Top

Ten-year veteran at Lincoln; joined from Goldman Sachs in 2012.

### Track Record Highlights

Early in her career Ellen Cooper served as a principal at Ernst & Young and in an insurance consulting role at Towers Perrin. From 2006 to 2008 she was the Chief Risk Officer for AEGON Americas and went on to serve as MD and Global Head of Insurance Strategy for Goldman Sachs Asset Management. She joined Lincoln in 2012 and was instrumental in developing and executing on Lincoln’s general and separate account investment strategy, overseeing more than \$300 billion in assets, and managing its industry-leading hedge program. Cooper was EVP, Chief Investment Officer and Head of Enterprise Risk and Annuity Solutions at Lincoln. She was named CEO-elect in August 2021.

### In the Words of Others

“Ellen ... is one of the most strategic and capable executives I’ve had the privilege of knowing. She has an exceptional depth of expertise and passion for Lincoln, its mission and its people, along with a focus on the future and delivering ongoing value to our shareholders.”

– Dennis Glass, Former CEO, Lincoln Financial Group

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# Sources

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## About Feigen Advisors

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.

Our CEO clients have created remarkable performance for their companies.

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