

FEIGEN  
ADVISORS



# FEIGEN ADVISORS NEW CEO REPORT<sup>®</sup>

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2026

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# The Feigen Advisors New CEO Report



We are pleased to share our annual New CEO Report, providing insightful data on CEO successions at our largest companies over the past ten years. The report also profiles the 27 new Chief Executives appointed in 2025 to lead companies in the top half of the S&P 500.

While some sound an alarm that CEO turnover is skyrocketing—that is not true in our largest companies. There, stability reigns. In the S&P 250, the number of new CEOs appointed each year has held steady, averaging just under 30 annually.

In a period marked by uncertainty, disruption, and increased stakeholder activism, boards are continuing to prioritize deep institutional knowledge, proven leadership, and readiness; four out of five companies chose to promote from within. Many CEOs joined their organizations early in their careers, often before

age 35, so for many large companies their next CEO—and likely the one after that—is already in the organization today. And while women CEOs continue to be underrepresented, on a rolling 3-year average, companies have been increasingly choosing women CEOs since 2020.

The 27 CEOs profiled in this report lead companies with \$1.3 trillion in combined revenue and 1.7 million employees worldwide. Their decisions will shape industries, communities, and markets for years to come. Their mandate is demanding; their opportunity significant. We wish each of these leaders—and the boards and teams that support them—clarity, resilience, and success as they take on the challenges and responsibilities of the unique role of the Chief Executive.

Marc & Anton

A handwritten signature in black ink that reads "Marc A. Feigen".

**Marc A. Feigen**  
Chief Executive Officer

A handwritten signature in black ink that reads "Anton Warendh".

**Anton Warendh**  
Partner and COO



# Ten Years of Data

**New CEOs in the Top Half  
of the S&P 500 by Revenue  
(2016–2025)**

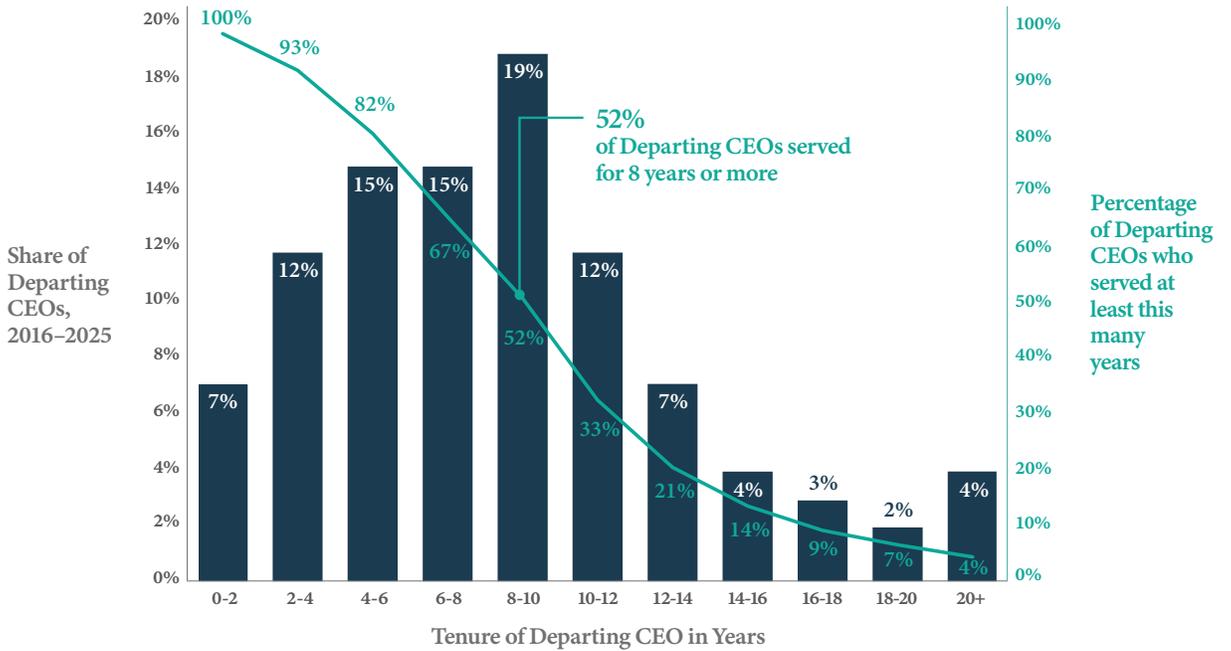
## Ten Years of Data

New CEOs in the Top Half of the S&P 500 (2016–2025)

In the top half of the S&P 500,  
the number of New CEOs each year has been stable



Average CEO tenure was 9 years, with a third serving a decade or more



Data labels greater than one percent have been rounded to the nearest whole number.

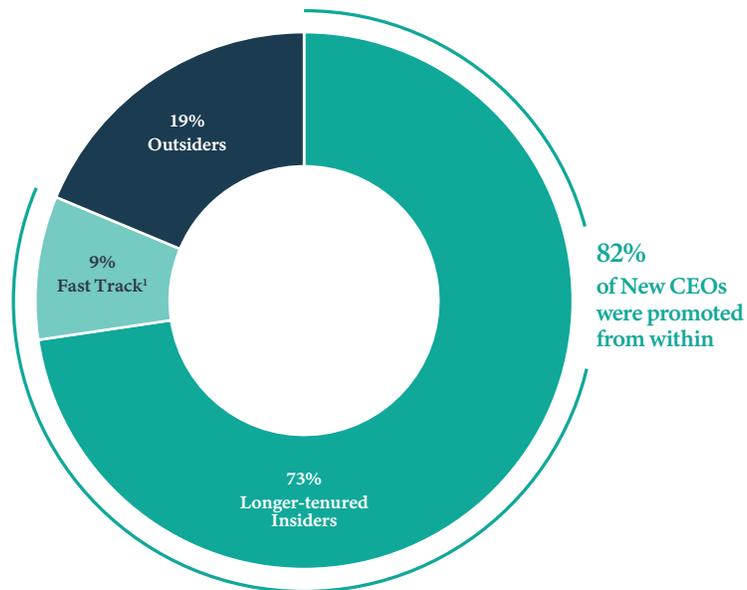
## Ten Years of Data

New CEOs in the Top Half of the S&P 500 (2016–2025)

### The proportion of Female New CEOs is trending upwards



### 82% of New CEOs were promoted from within



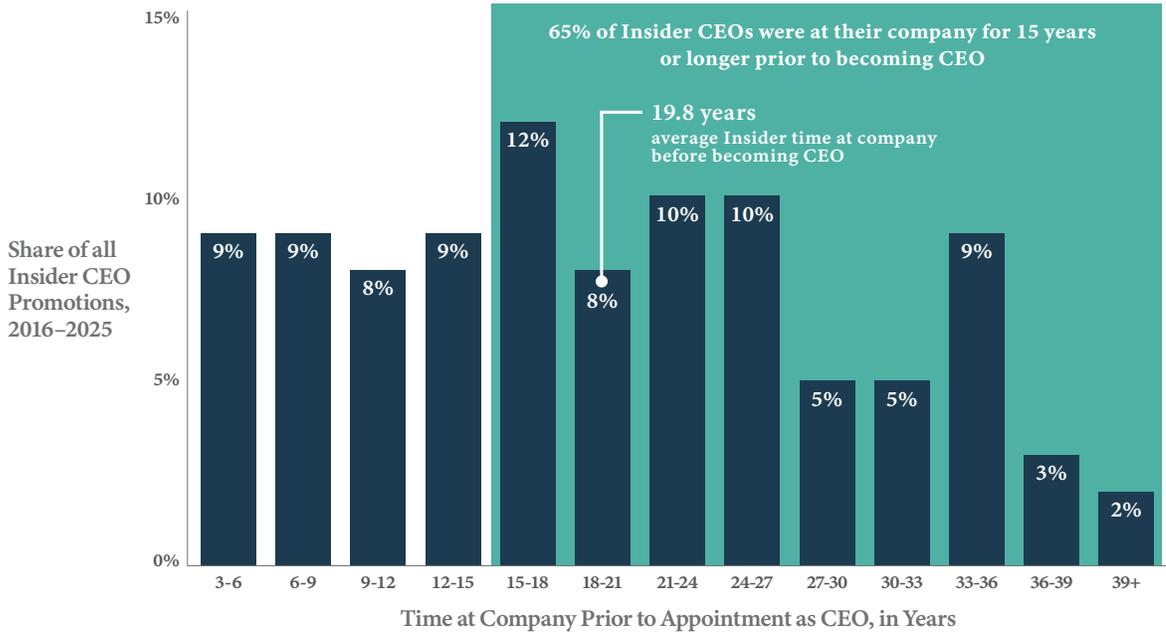
<sup>1</sup>Fast Track CEOs were external hires brought into a senior role within 3 years of becoming CEO.

Data labels greater than one percent have been rounded to the nearest whole number.

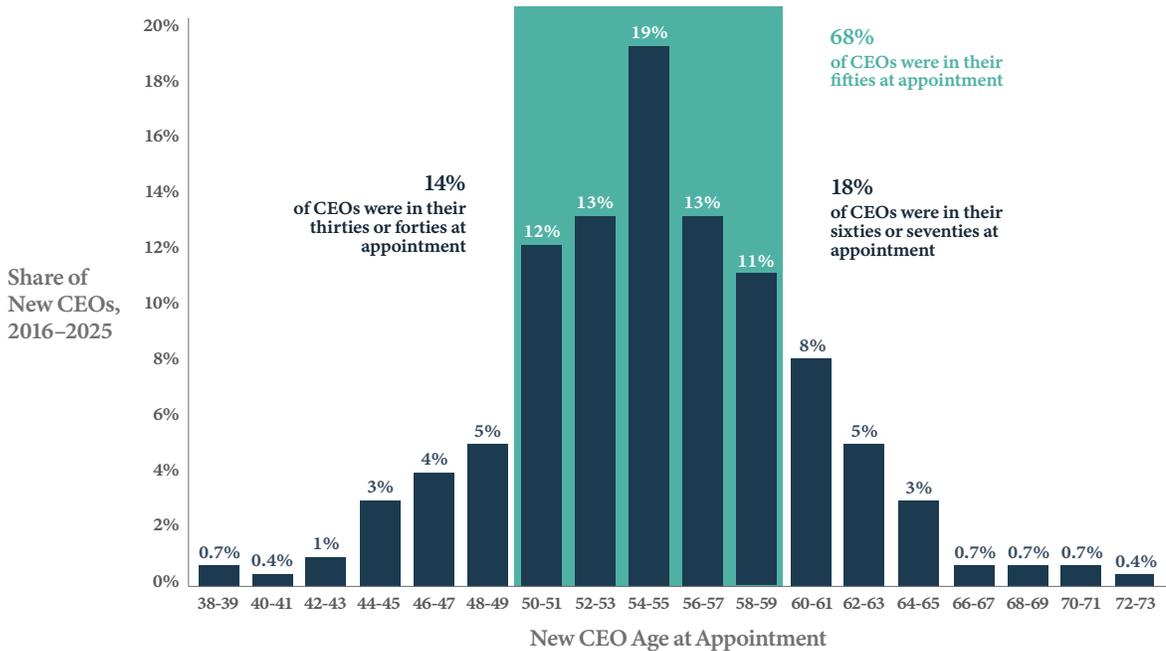
## Ten Years of Data

New CEOs in the Top Half of the S&P 500 (2016–2025)

Insider New CEOs averaged nearly two decades at their company before becoming CEO; their average age at join was 35 years old.



Two-thirds of New CEOs were in their 50s

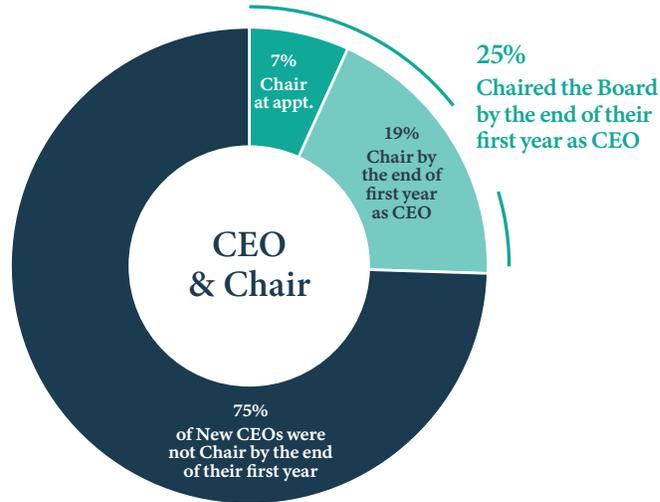


Data labels greater than one percent have been rounded to the nearest whole number.

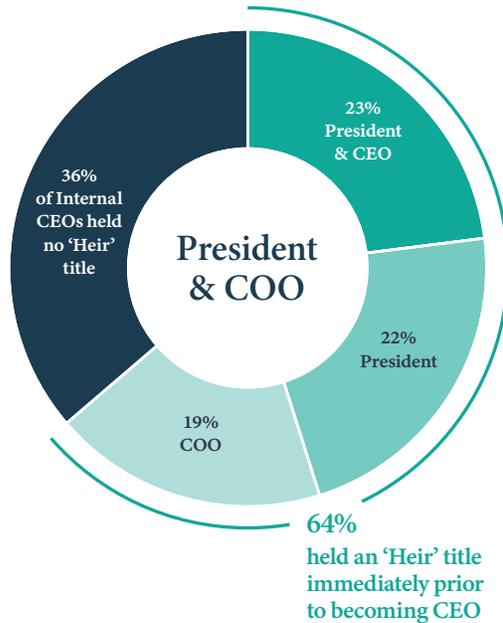
## Ten Years of Data

New CEOs in the Top Half of the S&P 500 (2016–2025)

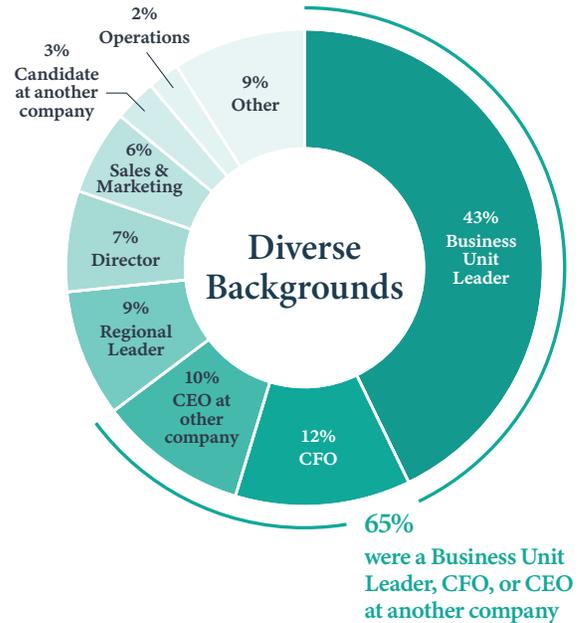
One quarter were Chair by the end of their first year as CEO<sup>2</sup>



64% of New CEOs promoted from within held an 'Heir' title



65% of New CEOs were Business Unit Leaders, CFOs, or CEOs (at another company) before becoming CEO<sup>3</sup>



<sup>2</sup>Chair data excludes the New CEO Class of 2025

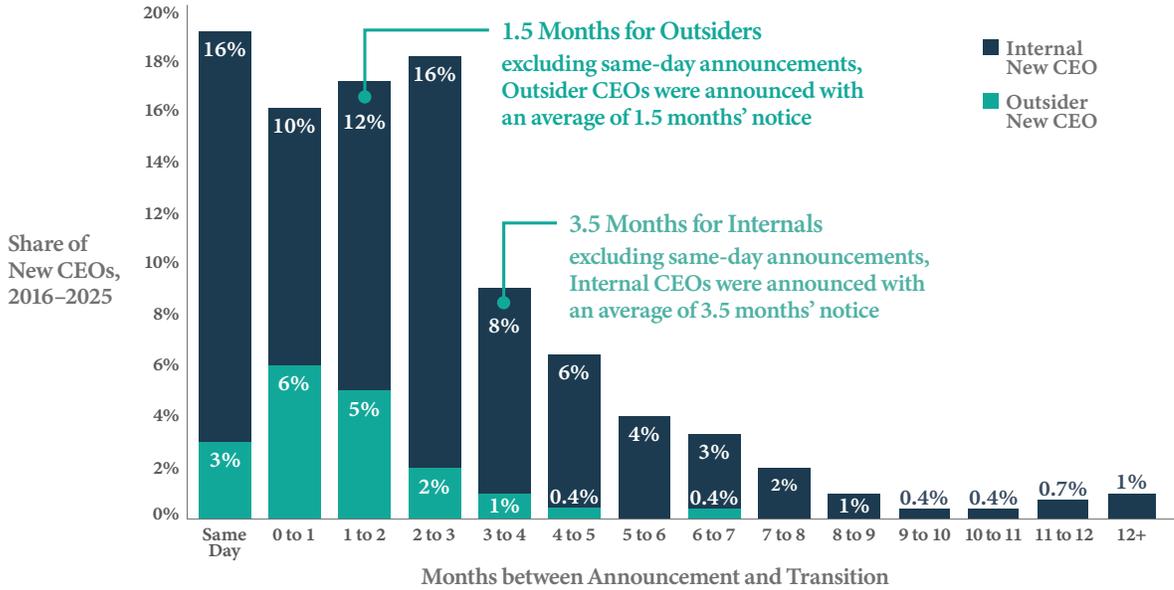
<sup>3</sup>Excludes 'Heir' roles of President, COO, or President & COO

Data labels greater than one percent have been rounded to the nearest whole number.

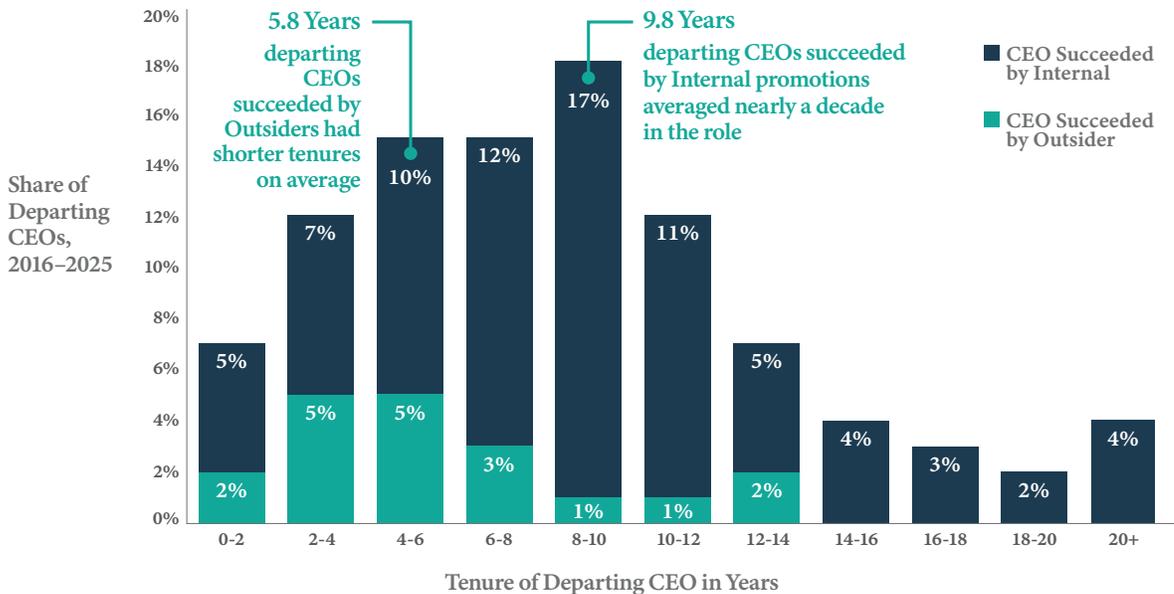
## Ten Years of Data

New CEOs in the Top Half of the S&P 500 (2016–2025)

**19% of New CEOs started on the day of their announcement;  
71% had a transition period of 3 months or less**



**Outsiders succeeded CEOs with shorter average tenures compared to internal successions**

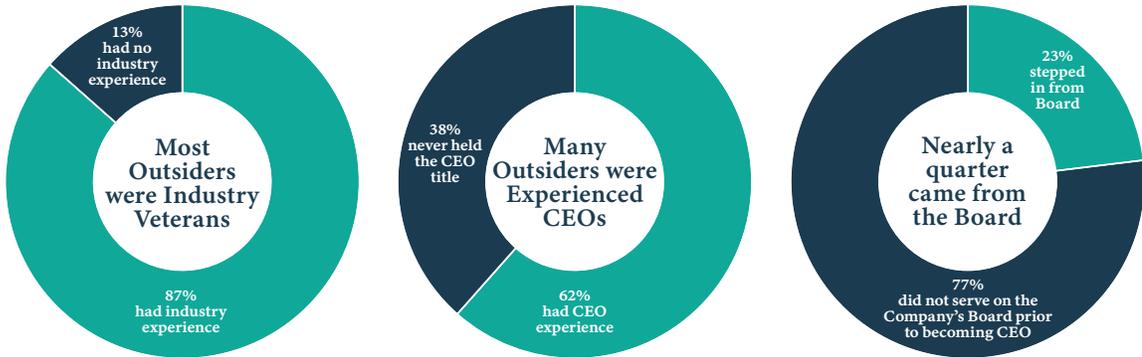


*Data labels greater than one percent have been rounded to the nearest whole number.*

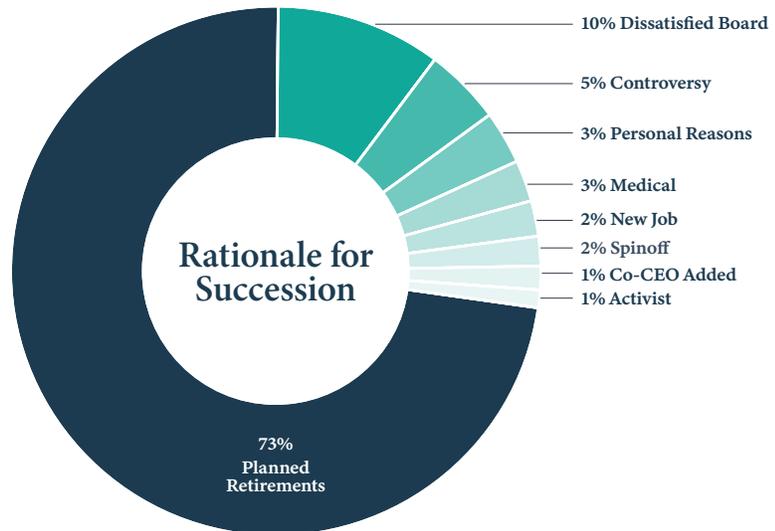
## Ten Years of Data

New CEOs in the Top Half of the S&P 500 (2016–2025)

### Most Outsiders were Industry Veterans and Experienced CEOs



### Most CEO successions were planned

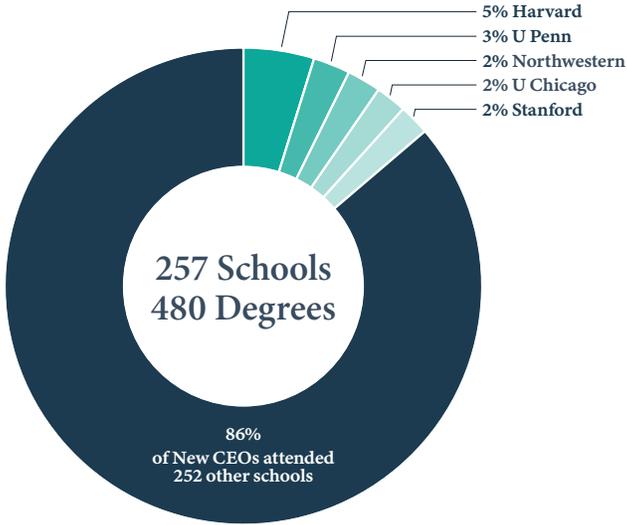


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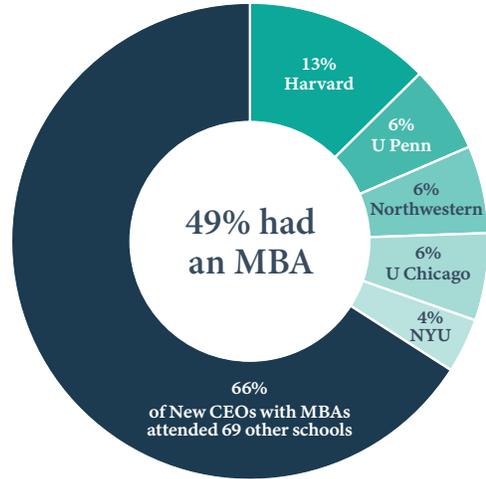
**Ten Years of Data**

New CEOs in the Top Half of the S&P 500 (2016–2025)

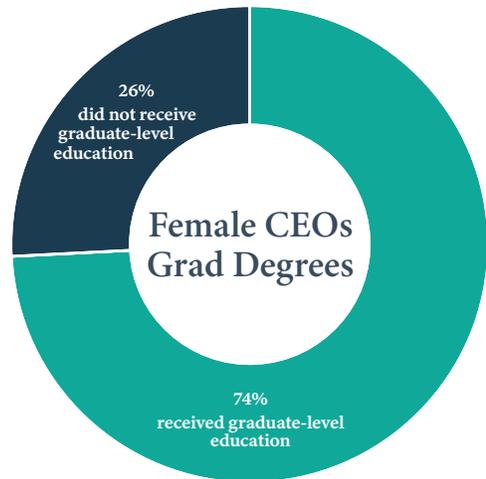
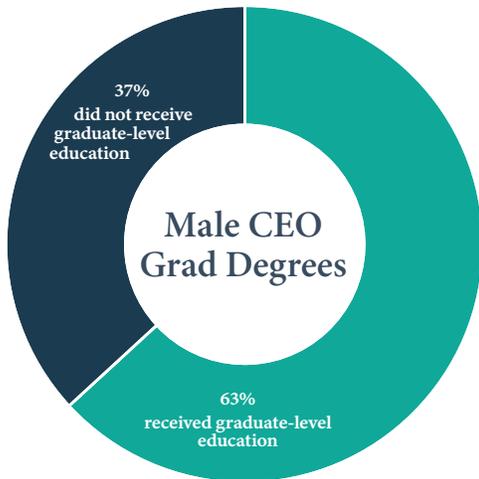
**14% of CEOs attended one of five schools**



**Half of New CEOs held MBAs; 34% of New CEOs with MBAs attended one of five schools**



**64% of New CEOs received graduate-level education; women held a higher proportion than men**



*Data labels greater than one percent have been rounded to the nearest whole number.*

## Ten Years of Data

New CEOs in the Top Half of the S&P 500 (2016–2025)

New CEO average age at appointment has remained consistent over the last decade



Departing CEOs average age when leaving and when appointed have also remained consistent



Data labels greater than one percent have been rounded to the nearest whole number.

The background features a dark blue gradient with a pattern of diagonal lines of dots. The dots are primarily a medium blue color, with several dots in a lighter teal color scattered throughout. The lines of dots create a sense of depth and movement across the page.

# The New CEO Class of 2025

## The New CEO Class of 2025

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### Clayton (Clay) M. Magouyrk

ORACLE CORPORATION

Market Cap: \$560 billion

Page: 15



### Paulo Ruiz

EATON CORPORATION PLC.

Market Cap: \$124 billion

Page: 23



### Michael (Mike) D. Sicilia

ORACLE CORPORATION

Market Cap: \$560 billion

Page: 16



### Harry K. Sideris

DUKE ENERGY CORPORATION

Market Cap: \$91 billion

Page: 24



### Stephen (Steve) J. Hemsley

UNITEDHEALTH GROUP INC.

Market Cap: \$299 billion

Page: 17



### D. James (Jim) Mintern

CRH PLC.

Market Cap: \$84 billion

Page: 25



### Joseph (Joe) E. Creed

CATERPILLAR INC.

Market Cap: \$268 billion

Page: 18



### Gunjan K. Kedia

U.S. BANCORP

Market Cap: \$83 billion

Page: 26



### Srinivasan (Srini) Gopalan

T-MOBILE US, INC.

Market Cap: \$227 billion

Page: 19



### Joakim Weidemanis

JOHNSON CONTROLS INTERNATIONAL PLC.

Market Cap: \$73 billion

Page: 27



### Richard (Rick) A. Wurster

CHARLES SCHWAB CORPORATION

Market Cap: \$178 billion

Page: 20



### James (Jim) G. Conroy

ROSS STORES, INC.

Market Cap: \$58 billion

Page: 28



### Lip-Bu Tan

INTEL CORPORATION

Market Cap: \$176 billion

Page: 21



### M. Kaes Van't Hof

DIAMONDBACK ENERGY, INC.

Market Cap: \$43 billion

Page: 29



### Daniel (Dan) H. Schulman

VERIZON COMMUNICATIONS INC.

Market Cap: \$172 billion

Page: 22



### Andrew (Andy) F. Sullivan

PRUDENTIAL FINANCIAL, INC.

Market Cap: \$40 billion

Page: 30

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Market Capitalization as of December 31, 2025



### **Stéphane de la Faverie**

**ESTÉE LAUDER COMPANIES INC.**  
Market Cap: \$38 billion

Page: 31



### **David F. Ellison**

**PARAMOUNT SKYDANCE CORPORATION**  
Market Cap: \$15 billion

Page: 39



### **Michael (Mike) P. Lyons**

**FISERV, INC.**  
Market Cap: \$36 billion

Page: 32



### **James (Jim) A. Williamson**

**EVEREST GROUP, LTD.**  
Market Cap: \$14 billion

Page: 40



### **Kirk L. Perry**

**KENVUE, INC.**  
Market Cap: \$33 billion

Page: 33



### **Christopher (Chris) J. Nelson**

**STANLEY BLACK & DECKER, INC.**  
Market Cap: \$12 billion

Page: 41



### **Paul M. Shoukry**

**RAYMOND JAMES FINANCIAL, INC.**  
Market Cap: \$32 billion

Page: 34



### **Joi M. Harris**

**DTE ENERGY COMPANY**  
Market Cap: \$27 billion

Page: 35



### **Clay M. Gaspar**

**DEVON ENERGY CORPORATION**  
Market Cap: \$23 billion

Page: 36



### **Benjamin (Ben) J. Tisch**

**LOEWS CORPORATION**  
Market Cap: \$22 billion

Page: 37



### **Deanna D. Strable-Soethout**

**PRINCIPAL FINANCIAL GROUP, INC.**  
Market Cap: \$19 billion

Page: 38

## Clayton (Clay) M. Magouyrk

<b>Appointed</b>	September 22, 2025
<b>Age at Appt.</b>	39
<b>Succeeded</b>	Safra A. Catz
<b>Previous Role</b>	President, Oracle Cloud Infrastructure
<b>Education</b>	BS, Electrical Engineering, University of Memphis



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### Road to the Top

Seasoned cloud engineering professional with 11 years of experience at Oracle.

### Track Record Highlights

Clay Magouyrk started his career as a Programmer Analyst at Hilton, before spending six years at Amazon's cloud division, Amazon Web Services. He joined Oracle in 2014, becoming a founding member of its own cloud service. Magouyrk eventually advanced to serve as President of Oracle Cloud Infrastructure (OCI), growing its worldwide network to over 100 public cloud regions. He also positioned OCI as a "go-to platform" to power the training of artificial intelligence, leading to robust cloud infrastructure revenue. Magouyrk will serve as Co-CEO alongside Mike Sicilia.

### In the Words of Others

"Humanity is investing enormous resources in the race to advance Artificial Intelligence. Oracle Cloud Infrastructure is playing a major part in that effort. Clay's years of experience leading Oracle's large, fast-growing Cloud Infrastructure business has demonstrated his readiness for a CEO role."

- Lawrence (Larry) J. Ellison, Chairman and Chief Technology Officer, Oracle

### In Their Own Words

*"I've spent the past decade at Oracle building Oracle Cloud Infrastructure. This has been the opportunity of my lifetime, and none of that was possible without the tireless support and guidance of Safra... Working with Mike to power the most complete suite of horizontal and industry applications has been great fun so far, and I'm excited for what comes next."*

## Michael (Mike) D. Sicilia

<b>Appointed</b>	September 22, 2025
<b>Age at Appt.</b>	54
<b>Succeeded</b>	Safra A. Catz
<b>Previous Role</b>	President, Oracle Industries
<b>Education</b>	BS, Computer Science, Saint Joseph's University



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### Road to the Top

Seventeen-year Oracle veteran, most recently serving as President of Oracle Industries.

### Track Record Highlights

Mike Sicilia started his career in 1993 as a software engineer at Primavera Systems, eventually progressing to Chief Technology Officer. Sicilia continued to advance after the company's 2008 acquisition by Oracle, rising through VP, SVP, and EVP roles to become President of Oracle Industries in June 2025. Over the course of his tenure, he led teams that streamlined Oracle's application-building process, as well as deploying artificial intelligence agents in different industrial capacities, such as healthcare, banking, and utilities. Sicilia will serve as Co-CEO alongside Clay Magouyrk.

### In the Words of Others

"Humanity is investing enormous resources in the race to advance Artificial Intelligence... Mike has spent the last several years modernizing Oracle's Industry applications businesses – including Oracle Health – by completely rebuilding those applications using the latest AI technologies."

- Lawrence (Larry) J. Ellison, Chairman and Chief Technology Officer, Oracle

### In Their Own Words

*"We are excited to lead Oracle into the AI era, where technological innovation leads to extraordinary business opportunity and hyper-growth. Our combined strengths in AI, cloud infrastructure, horizontal applications and industry applications, will enable Oracle to deliver the latest AI capabilities to our customers."*

## Stephen (Steve) J. Hemsley

<b>Appointed</b>	May 13, 2025
<b>Age at Appt.</b>	72
<b>Succeeded</b>	Andrew P. Witty
<b>Previous Role</b>	Chairman
<b>Education</b>	BS, Accounting, Fordham University



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### Road to the Top

More than 25 years of experience at UnitedHealth Group, including as the company's CEO from 2006 to 2017.

### Track Record Highlights

Steve Hemsley spent more than two decades at Arthur Andersen – serving as both Managing Partner and CFO – before joining UnitedHealth Group in 1997 as CFO. He rose to COO in 1998 and CEO in 2006, overseeing a strong period of growth for the company, with an average annual return rate three times higher than the S&P 500. In 2017, Hemsley stepped down as CEO and became Executive Chairman, a role he will continue to hold as he begins his second tenure as CEO, having been invited to return following Andrew Witty's decision to step down for personal reasons.

### In the Words of Others

“Steve Hemsley brings a combination of strategic vision and deep operational focus that are highly valuable to our company.”

- Michele J. Hooper, Lead Director, UnitedHealth Group

### In Their Own Words

*“UnitedHealth Group has tremendous opportunities to grow as we continue to help improve health care and to perform to our potential.”*

## Joseph (Joe) E. Creed

<b>Appointed</b>	May 1, 2025
<b>Age at Appt.</b>	49
<b>Succeeded</b>	Donald (Jim) J. Umpleby III
<b>Previous Role</b>	COO
<b>Education</b>	BBus., Accounting, Western Illinois University



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### Road to the Top

Twenty-eight-year Caterpillar veteran; began in finance and advanced through CFO, group president, and COO roles.

### Track Record Highlights

Joe Creed joined Caterpillar in 1997, working in corporate accounting. He rose steadily, serving as CFO of Energy & Transportation (2013), SVP of Finance Services (2017), and Interim CFO (2018). In 2019, he was named SVP of Oil & Gas, Marine, and Electric Power, driving profitability and global expansion. Promoted to Group President of Energy & Transportation in 2021, Creed led innovations in engine power density and drove strategic acquisitions to enhance the company's capabilities in both oil and gas and distributed power generation – achieving record results. He became COO in 2023 and assumed the role of CEO in 2025.

### In the Words of Others

“I have great confidence in my successor Joe Creed and the entire Executive Office to lead our global team as Caterpillar embarks upon our second century of helping our customers build a better, more sustainable world.”

– Donald (Jim) J. Umpleby III, Former CEO, Caterpillar

### In Their Own Words

*“I’m proud to work alongside our talented Caterpillar employees and dealers as we continue to support customers across our diverse businesses, from disaster recovery and building the world’s infrastructure to delivering critical minerals and reliable energy. I look forward to leading this amazing team as we build upon Caterpillar’s legacy of excellence.”*

## Srinivasan (Srini) Gopalan

<b>Appointed</b>	November 1, 2025
<b>Age at Appt.</b>	55
<b>Succeeded</b>	Michael (Mike) Sievert
<b>Previous Role</b>	COO
<b>Education</b>	BBA, St. Stephen's College; MBA, Indian Institute of Management



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### Road to the Top

Veteran global telecommunications leader with longtime T-Mobile experience.

### Track Record Highlights

After receiving his MBA, Srini Gopalan served at Unilever India and Accenture before moving to Capital One, where he rose to Managing Director, UK over the course of a decade. In 2009, he joined T-Mobile UK as Chief Marketing Officer, playing a leading role in the merger between Orange and T-Mobile UK into Everything Everywhere. Gopalan then became Consumer Director for Vodafone, and served in the same role at Bharti Airtel. In 2016, he joined the board of T-Mobile's parent company, Deutsche Telekom. After progressing to become CEO of Deutsche Telekom Germany, where the company's growth rate doubled during his tenure, he joined T-Mobile as COO in March 2025, leading to his appointment as CEO in November.

### In the Words of Others

"Srini is ready to lead. He is highly skilled, passionate and incredibly knowledgeable, and above all he is obsessed with taking our employee and customer experience to the next level."

- Michael (Mike) Sievert, Vice Chairman and Former CEO, T-Mobile

### In Their Own Words

*"Our culture and brand have made us the most admired and customer-centric company in our industry... Customers no longer need to make tradeoffs – at T-Mobile they get the best network, value and experience – all at the same time."*

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## Richard (Rick) A. Wurster

<b>Appointed</b>	January 1, 2025
<b>Age at Appt.</b>	51
<b>Succeeded</b>	Walter (Walt) W. Bettinger II
<b>Previous Role</b>	President
<b>Education</b>	BS, Economics, Villanova University; MBA, Dartmouth College



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### Road to the Top

Finance and investment management leader; joined Schwab in 2016, led multiple subsidiary businesses as CEO, rose to President in 2021, and became CEO in 2025.

### Track Record Highlights

Shortly after receiving his MBA, Rick Wurster joined McKinsey & Company as an associate principal and later spent a decade at Wellington Management, where he led the asset manager practice. He came to Charles Schwab in 2016 as CEO of ThomasPartners and Windhaven Investment, guiding both subsidiaries during a period of growth and integration. Wurster subsequently became CEO of Charles Schwab Investment Advisory, Inc. and Charles Schwab Investment Management, Inc., where he directed the firm's asset management and advisory platforms. In 2021, Wurster was appointed President of Charles Schwab Corporation.

### In the Words of Others

"I have complete confidence in [Rick's] leadership, and I am thrilled that the Schwab Board of Directors has selected him as my successor. In addition to being incredibly bright, Rick possesses a balance of intellectual honesty and curiosity, combined with high personal integrity and character."

- Walter (Walt) W. Bettinger II, Executive Co-Chairman and Former CEO, Charles Schwab Corporation

### In Their Own Words

*"I am fortunate to continue to work with Walt in my new role and am humbled by the confidence that Walt, Chuck, the Schwab Board of Directors, and our dedicated employees have placed in me. My belief in our long-term 'Through Clients' Eyes' strategy will continue to guide Schwab in the coming years."*

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## Lip-Bu Tan

<b>Appointed</b>	March 18, 2025
<b>Age at Appt.</b>	65
<b>Succeeded</b>	David Zinsner and Michelle (MJ) Johnston Holthaus (Interim Co-CEOs)
<b>Previous Role</b>	CEO, Cadence Design Systems
<b>Education</b>	BS, Physics, Nanyang Technological University; MS, Nuclear Engineering, Massachusetts Institute of Technology; MBA, University of San Francisco

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### Road to the Top

Seasoned executive and entrepreneur with decades of computer software and semiconductor industry experience; began his work with Intel as a Board Member.

### Track Record Highlights

Lip-Bu Tan began his career at ECHO Energy and EDS Nuclear, later serving as Vice President at Chappell & Co. In 1987, he founded Walden International, a venture capital firm focused on semiconductors and technology. He joined the board of Cadence Design Systems in 2004 and became CEO in 2009. During his 12 years as CEO, Cadence’s revenue more than doubled and its share price rose by 3,200%. After stepping down in 2021, Tan acted as Executive Chairman until 2023. Since 2021, Tan has served as Founding Managing Partner at the venture capital firm Celesta Capital. He also served as a Board Member at Intel from August 2022 to August 2024, before being tapped as Intel CEO in March 2025.

### In the Words of Others

“Lip-Bu is an exceptional leader whose technology industry expertise, deep relationships across the product and foundry ecosystems, and proven track record of creating shareholder value is exactly what Intel needs in its next CEO.”

– Frank D. Yeary, Chair, Intel Corporation

### In Their Own Words

*“Intel has a powerful and differentiated computing platform, a vast customer installed base and a robust manufacturing footprint that is getting stronger by the day as we rebuild our process technology roadmap. I am eager to join the company and build upon the work the entire Intel team has been doing to position our business for the future.”*



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## Daniel (Dan) H. Schulman

<b>Appointed</b>	October 6, 2025
<b>Age at Appt.</b>	67
<b>Succeeded</b>	Hans E. Vestberg
<b>Previous Role</b>	Lead Director
<b>Education</b>	BA, Economics, Middlebury College; MBA, New York University



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### Road to the Top

Telecom industry veteran; held senior, C-suite, and board-level roles across several large public corporations before leading Verizon.

### Track Record Highlights

Dan Schulman began his career at AT&T in 1981 as an associate account executive. He stayed at the company for 18 years, progressing to become President of its Consumer Division. From 1999 to 2023, he served in executive leadership roles in several prominent companies in the financial services, online travel, and telecom industries – CEO at Priceline, CEO at Virgin Mobile USA, President of Prepaid Group at Sprint Nextel, President of Enterprise Growth at American Express, and, most recently, President and CEO at PayPal, which he led from September 2014 to September 2023. Schulman also held various board positions, including Lead Director at Verizon, before his appointment as CEO.

### In the Words of Others

“Dan is a seasoned and decisive leader with a unique set of experiences, and a proven record of transformative leadership and operational excellence. He is the right leader to chart Verizon’s next phase of increased customer focus and financial growth.”

– Mark T. Bertolini, Chair, Verizon

### In Their Own Words

*“I believe in Verizon and its future, and I am honored to be chosen to serve as CEO... I look forward to working with our employees, our regulators, our partners, and the Board to do the hard work it takes to regain our leadership in our sector across mobility and broadband.”*

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## Paulo Ruiz

<b>Appointed</b>	June 1, 2025
<b>Age at Appt.</b>	50
<b>Succeeded</b>	Craig Arnold
<b>Previous Role</b>	President and COO
<b>Education</b>	BS, Electrical Engineering, Centro Universitário da FEI; MBA, Fundação Dom Cabral



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### Road to the Top

Longtime industrial and power-management leader; expanded from plant operations to enterprise strategy and execution.

### Track Record Highlights

Paulo Ruiz joined Eaton in 2019, initially serving as president of the company's Hydraulics Groups and then Energy Solutions and Services Americas. In 2022, he was promoted to President & COO of the company's Industrial Sector, overseeing Aerospace, Vehicle, eMobility, Filtration and Golf Pride, plus APAC and Central/South America operations. Two years later, he was appointed president and COO. Ruiz came to Eaton after more than 18 years with Siemens, with roles including CEO of Dresser-Rand and Bushings, and posts in the United States, Germany, Mexico, and Brazil. He also previously held operations, commercial and engineering roles at Fiat, working in Italy, Brazil, and the UK.

### In the Words of Others

“Paulo’s deep operations expertise and strong global manufacturing background make him uniquely qualified to lead Eaton through the next phase of the company’s growth.”

– Gregory R. Page, Chairman, Eaton

### In Their Own Words

*“As we look toward the future, I’m excited to continue to build on Eaton’s culture and accelerate the progress we’ve made as a leader in electrification, digitalization, and other global growth trends reshaping the world today.”*

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## Harry K. Sideris

<b>Appointed</b>	April 1, 2025
<b>Age at Appt.</b>	54
<b>Succeeded</b>	Lynn J. Good
<b>Previous Role</b>	President
<b>Education</b>	BS, Chemical Engineering, North Carolina State University; MBA, Campbell University



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### Road to the Top

A Duke Energy veteran with thirty years of experience, who started in plant operations and advanced through generation, environmental, health and safety, distribution, and customer solutions leadership roles to become CEO.

### Track Record Highlights

Harry Sideris launched his career at Progress Energy (formerly Carolina Power & Light), prior to its merger with Duke Energy in 2012. Over three decades, he advanced through a series of leadership roles, including VP of power generation for fossil/hydro operations in the western regions of the Carolinas and Senior VP of environmental, health and safety. Sideris then went on to serve as President of Duke Energy Florida in 2017 before taking on enterprise leadership roles as Chief Distribution Officer and EVP of customer experience, solutions, and services. In April 2024, he became president of Duke Energy, leading the company's electric and natural gas utilities and overseeing operations, customer service, regulatory affairs, and grid strategy.

### In the Words of Others

“Duke Energy is in a strong and enviable position and, under Harry’s leadership, will surely seize upon the opportunities ahead to deliver for our customers, communities, investors, and other stakeholders.”

- Lynn J. Good, Former Chair and CEO, Duke Energy

### In Their Own Words

*“I am excited to lead us into our next chapter of growth and advance our mission of delivering reliable, affordable and innovative energy solutions to meet the evolving needs of our customers and communities.”*



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## D. James (Jim) Mintern

<b>Appointed</b>	January 1, 2025
<b>Age at Appt.</b>	58
<b>Succeeded</b>	Albert J. Manifold
<b>Previous Role</b>	CFO
<b>Education</b>	BComm, University College Dublin; MA, Accounting, University College Dublin



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### Road to the Top

Twenty-four-year CRH veteran; led the transition of CRH's primary listing to the NYSE as CFO.

### Track Record Highlights

Originally from Ireland, Jim Mintern worked at Barlo Group PLC in Dublin for ten years before joining CRH in 2002. He rose through the ranks to manage multiple subsidiaries and investments across Europe, eventually progressing to Managing Director of Eastern Europe and SVP of Heavyside Material Businesses in Poland, Ukraine, Finland, Estonia, and Russia. In 2018, Mintern became the Chief of Staff to the company's CEO and was named CFO and a Director of the Board in 2021. As CFO, Mintern oversaw the company's global financial operations and led the strategic transition of CRH's primary listing to the NYSE in 2023, leading to his appointment as CEO in January 2025.

### In the Words of Others

"Jim's experience, capabilities and ambition for the business ideally position him to lead the CRH team forward through an era of enormous opportunity."

- Albert J. Manifold, Former CEO, CRH

### In Their Own Words

*"I look forward to working alongside our highly talented team as we build on this foundation and continue to successfully grow the business while delivering exceptional returns for our shareholders."*

## Gunjan K. Kedia

<b>Appointed</b>	April 15, 2025
<b>Age at Appt.</b>	54
<b>Succeeded</b>	Andrew (Andy) J. Cecere
<b>Previous Role</b>	President
<b>Education</b>	BS, Electrical and Electronics Engineering, Delhi College of Engineering; MBA, Carnegie Mellon University



### Road to the Top

Three decades of financial services experience, with previous executive and senior roles in consulting and investment services.

### Track Record Highlights

A veteran financial services leader, Gunjan Kedia began her career in 1994 at PwC. She went on to join McKinsey, leading its financial services team. After more than eight years at McKinsey, Kedia became Head of Global Product Management at BNY Mellon in 2004, and then Head of Investment Servicing at State Street in 2008. She joined U.S. Bancorp in 2016, initially as Vice Chair of Wealth, Corporate, Commercial, and Institutional Banking, before becoming President in 2024. As President, Kedia's role expanded to oversee Consumer and Business Banking, as well as Payment Services. She has been named seven times to the American Banker *Most Powerful Women in Banking and Finance* lists and twice to the *Barron's 100 Most Influential Women in U.S. Finance* list.

### In the Words of Others

"[Gunjan] is an influential executive who understands our business, is skilled in strategic execution, and is driven to help the organization perform at our best. She is a terrific leader who is poised to confidently guide U.S. Bancorp into the future in partnership with an experienced leadership team and 70,000 dedicated employees."

- Andrew (Andy) J. Cecere, Executive Chairman and Former CEO, U.S. Bancorp

### In Their Own Words

*"U.S. Bancorp is a truly special place that allows us to do meaningful work and build lasting relationships with millions of clients who are navigating some of the most important moments in their lives and organizational journeys. I am deeply honored to be trusted to lead this iconic company."*

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## Joakim Weidemanis

<b>Appointed</b>	March 12, 2025
<b>Age at Appt.</b>	55
<b>Succeeded</b>	George R. Oliver
<b>Previous Role</b>	EVP, Diagnostics and China, Danaher Corporation
<b>Education</b>	MS, International Business and Operations Management, Stockholm School of Economics



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### Road to the Top

Experienced leader across global technology-driven businesses.

### Track Record Highlights

After serving as a diplomat at the Swedish embassy in Moscow, Joakim Weidemanis launched his business career at ABB, rising through positions of increasing operational leadership from 1995 to 2005. He then moved to Mettler Toledo, where he served as Head of Product Inspection and Corporate Officer before joining Danaher in 2011. As EVP of Danaher's Diagnostics and China divisions, Weidemanis oversaw a \$15 billion group across eight global technology businesses and helped deliver a significant increase in diagnostics revenue. He lived and worked in the United States, Europe, and Asia before being chosen as the next CEO of Johnson Controls.

### In the Words of Others

"Joakim's approach to leading service-oriented businesses aligns well with both the Johnson Controls approach and our end-to-end operating model. Throughout his career, he has demonstrated remarkable ability as an operator of large global businesses, scaling both organically and inorganically, and is adept in shaping product portfolios and leveraging technology to deliver best-in-class financial performance."

- Jürgen Tinggren, Lead Director, Johnson Controls

### In Their Own Words

*"As I come to know Johnson Controls, I am energized by its mission-driven culture and strong 140-year legacy... I look forward to leveraging my experience and the foundation George and the team have built to deliver on the company's full potential for customers, employees and shareholders."*

## James (Jim) G. Conroy

<b>Appointed</b>	February 2, 2025
<b>Age at Appt.</b>	54
<b>Succeeded</b>	Barbara Rentler
<b>Previous Role</b>	President and CEO, Boot Barn
<b>Education</b>	BS, Business Management and Statistics, Cornell University; MBA, Cornell University



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### Road to the Top

Twenty-nine years of experience across retail, apparel, and consulting before joining Ross.

### Track Record Highlights

After receiving his MBA, Jim Conroy spent several years at Blockbuster and Gerald Stevens Flowers & Gifts, well-known retailers in the movie and floral industries. In 2000, he joined Deloitte as a senior project manager with a focus on merchandise planning and sourcing, before moving to Kurt Salmon Associates as a Principal in 2003. He then joined Claire's Stores, where between 2007 and 2012, he served in a variety of executive roles: first as EVP, then as President, and then as COO and interim co-CEO. In 2012, Conroy was appointed President and CEO of Boot Barn. After more than twelve years at Boot Barn, he joined Ross Stores as a Board Member and CEO-elect in 2024.

### In the Words of Others

"Jim is a proven retail executive with a demonstrated record of developing and leading successful retail management teams and creating tremendous value for shareholders. We also are confident that Jim's track record of leveraging customer-centric retail strategies to maximize top- and bottom-line results will help drive our Company's profitable growth and shareholder value over the near and long term."

- Michael Balmuth, Executive Chairman, Ross Stores

### In Their Own Words

*"I have long admired Ross Stores' strong customer-focused value offerings and its incredible growth trajectory. I am very excited to be joining the Company and for the opportunity to work with a tremendously talented leadership team to build on the Company's long track record of success."*

## M. Kaes Van't Hof

<b>Appointed</b>	May 21, 2025
<b>Age at Appt.</b>	38
<b>Succeeded</b>	Travis D. Stice
<b>Previous Role</b>	President
<b>Education</b>	BSc, Accounting and Business Administration, University of Southern California



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### Road to the Top

Experienced executive who helped support Diamondback's initial public offering while working at Wexford Capital; joined the company in July 2016 as VP of Strategy and Corporate Development.

### Track Record Highlights

Former professional tennis player Kaes Van't Hof began his finance career at Citigroup in February 2010 before moving to Wexford Capital in August 2011, where he helped develop the business architecture underpinning Diamondback's initial public offering. He went on to serve as CEO of Bison Drilling and Field Services from September 2012 to June 2016. After joining Diamondback in July 2016 as VP of Strategy and Corporate Development, Van't Hof rose through senior roles – including SVP, EVP, CFO, and President – before becoming CEO and Director in May 2025. He has also served as CEO of Viper, a Diamondback subsidiary, since February 2025.

### In the Words of Others

“Kaes has earned the opportunity to lead us into a future that is brighter than ever before. The Board of Directors unanimously and wholeheartedly support him as he steps into this pivotal role and continues to build on our legacy of success.”

- Travis D. Stice, Executive Chairman and former CEO, Diamondback Energy

### In Their Own Words

*“Over the last nine years, I have had a front row seat to watch and learn from one of the best to ever do it in our industry's history. What Diamondback has built in a short period of time is very special, and nearly impossible to replicate. While we don't spend a lot of time looking in the rear-view mirror, the playbook for the next decade of success at Diamondback will look a lot like the last decade – an acquire and exploit strategy based on best-in-class execution, low-cost operations and transparency.”*

## Andrew (Andy) F. Sullivan

<b>Appointed</b>	March 31, 2025
<b>Age at Appt.</b>	54
<b>Succeeded</b>	Charles (Charlie) F. Lowrey, Jr.
<b>Previous Role</b>	EVP and Head of International Business and Global Investment Management
<b>Education</b>	BS, Mechanical Engineering, United States Naval Academy; MBA, University of Delaware



### Road to the Top

Insurance industry veteran; fourteen years at Prudential Financial, preceded by roughly a decade of senior experience in the health insurance sector.

### Track Record Highlights

After serving as a nuclear submarine officer in the U.S. Navy, Andy Sullivan launched his insurance career in 2001 as an SVP of Cigna Healthcare, before serving – also as SVP – at CareFirst BlueCross BlueShield, where he managed Individual Business Operations. He joined Prudential Financial in 2011 as SVP of its Disability & Small Market division, and in 2015 became President of Prudential Group Insurance. In 2017, Sullivan was appointed CEO of Prudential’s Workplace Solutions Group. He managed Prudential’s U.S.-based businesses from 2019 to 2023, and from 2023 to 2025, led its International Insurance and Global Investment Management divisions, before taking the reins as CEO.

### In the Words of Others

“Andy is an exceptional leader who brings a deep understanding of our businesses, our strategy, our people, and our customers to this role, and I have every confidence that he is the right leader to take Prudential into the future.”

- Charles (Charlie) F. Lowrey, Jr., Executive Chairman and Former CEO, Prudential Financial

### In Their Own Words

*“I am honored to have the opportunity to lead this company as it embarks on its next chapter... I look forward to working with Prudential’s leadership team and employees to advance our strategy and expand Prudential’s position as a leader in investing, insurance, and retirement security.”*

## Stéphane de La Faverie

<b>Appointed</b>	January 1, 2025
<b>Age at Appt.</b>	50
<b>Succeeded</b>	Fabrizio Freda
<b>Previous Role</b>	Executive Group President
<b>Education</b>	MiM, ESC Bordeaux Business School



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### Road to the Top

Twenty-five year prestige beauty industry veteran.

### Track Record Highlights

Longtime prestige beauty executive Stéphane de La Faverie joined The Estée Lauder Companies in 2011 after holding a range of senior posts at L'Oréal, including GM of Giorgio Armani Beauty USA, and earlier roles with Lancôme. From 2016 to 2020, he led the Estée Lauder brand as Global President, a role that expanded to include overseeing Estée Lauder Companies as Group President. In 2022, de La Faverie became Executive Group President, overseeing a multi-brand portfolio including Estée Lauder, Jo Malone London, DECIEM/The Ordinary, and Le Labo, and leading global strategy for the makeup and fragrance categories.

### In the Words of Others

“Stéphane’s deep-rooted industry and operational expertise, and his collaborative and dynamic approach, make him the ideal CEO to move us forward with speed, and urgency.”

– William P. Lauder, Chair, Estée Lauder

### In Their Own Words

*“It is an honor to advance this legacy of excellence, and I am excited to lead our incredible teams as we work together to shape the beauty landscape of tomorrow while representing the interests of all shareholders.”*

## Michael (Mike) P. Lyons

<b>Appointed</b>	May 6, 2025
<b>Age at Appt.</b>	54
<b>Succeeded</b>	Frank Bisignano
<b>Previous Role</b>	President, The PNC Financial Services Group
<b>Education</b>	University of Pennsylvania



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### Road to the Top

Financial services veteran with more than 30 years of experience across investment banking, asset management, and corporate and institutional banking.

### Track Record Highlights

Mike Lyons began his career in 1993 in the investment banking divisions of Morgan Stanley and Merrill Lynch. In 2003, he moved to Maverick Capital as a portfolio manager, investing in financial institutions worldwide. He joined Bank of America in 2010 as global head of corporate development and strategic planning, where he led growth strategy, mergers and acquisitions, and investor relations. In October 2011, Lyons joined PNC as head of Corporate & Institutional Banking. Over the next thirteen years, he expanded that business and helped drive strategic acquisitions, including PNC's 2021 purchase of BBVA USA. PNC appointed him president in February 2024.

### In the Words of Others

“Together with my fellow board members, we look forward to working with Mike and the entire management team as they continue to drive growth, innovation, and industry leadership.”

– Doyle R. Simons, Chairman, Fiserv

### In Their Own Words

*“For more than 40 years, Fiserv has been a transformative force in financial technology driven by innovation and deep commitment to delivering best-in-class technology, value-added advice and service to our clients. I am proud to lead an organization that provides exceptional solutions to financial institutions, merchants, and communities of all sizes while driving growth and long-term value for our shareholders.”*

## Kirk L. Perry

<b>Appointed</b>	November 2, 2025
<b>Age at Appt.</b>	59
<b>Succeeded</b>	Thibaut Mongon
<b>Previous Role</b>	Director
<b>Education</b>	BBA, Finance & Marketing, University of Cincinnati



### Road to the Top

Kenvue Director with more than 30 years' experience in global consumer-packaged goods, technology, and business development.

### Track Record Highlights

Kirk Perry began his career at Procter & Gamble in 1990 and spent 23 years in marketing and general management roles, including leadership assignments in South Korea and Japan. He rose to VP of North America Baby Care in 2003, VP of U.S. Operations and North America Marketing in 2008, and President of Global Family Care in 2011. Perry left P&G in 2013 to join Google as President of Global Client and Agency Solutions. In 2021, he was named President and CEO of Information Resources, Inc. (IRI) and continued at the helm when IRI merged with The NPD Group to form Circana in 2022. Perry joined Kenvue's Board of Directors in December 2024 and was appointed Interim Chief Executive Officer in July 2025 before assuming the permanent role in November.

### In the Words of Others

"We are very pleased to have a leader of Kirk's caliber and experience step into the role of Interim CEO to lead Kenvue during this important time. His deep knowledge of the intersection of technology, data and global consumers has already been an asset during his time on the Board and we look forward to Kenvue continuing to benefit from his expertise and leadership in this additional role."

– Larry J. Merlo, Chair, Kenvue

### In Their Own Words

*"I have seen firsthand Kenvue's many strengths and share the Board's confidence in the Company's growth and value creation opportunities... I am excited to leverage my decades of experience leading businesses across the consumer and technology industries and work with the Board and leadership team to put the business on the strongest footing to deliver on Kenvue's full potential and realize our goal of top-tier financial performance."*

## Paul M. Shoukry

<b>Appointed</b>	February 20, 2025
<b>Age at Appt.</b>	41
<b>Succeeded</b>	Paul C. Reilly
<b>Previous Role</b>	President
<b>Education</b>	BBA, Accountancy, University of Georgia; MAcc, Accountancy, University of Georgia; MBA, Columbia University



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### Road to the Top

Eighteen-year finance professional; advanced from banking and consulting into executive leadership positions.

### Track Record Highlights

Paul Shoukry began his career in commercial banking at BB&T, before moving to Baldwin Bell Green in 2007 to serve as a strategy consultant for financial services companies. In 2010, Shoukry joined Raymond James in the “Assistant to the Chair” program, before advancing to become SVP of Finance. After several years, he advanced again to become CFO, stewarding the company’s financial management. In March 2024, Shoukry was named President and CEO successor, enabling a disciplined year-long transition.

### In the Words of Others

“Paul Shoukry has spent the months since our leadership change announcement traveling, meeting with and listening to hundreds of financial advisors and associates across the country... His wisdom, insightful perspective and acute understanding of our business combine with a commitment to a business grounded in both excellent client and advisor service. With Paul and our proven leadership team, I couldn’t be more confident in the future of the company.”

- Paul C. Reilly, Executive Chair and Former CEO, Raymond James Financial

### In Their Own Words

*“Raymond James has an extraordinary history and has been built on time-tested values that we will always embrace. I am honored to have the trust and support of Paul, Tom James and the board and am excited about our future.”*

## Joi M. Harris

<b>Appointed</b>	September 8, 2025
<b>Age at Appt.</b>	55
<b>Succeeded</b>	Gerardo (Jerry) Norcia
<b>Previous Role</b>	President and COO
<b>Education</b>	BS, Industrial Engineering, Wayne State University; MBA, Wayne State University



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### Road to the Top

Thirty-four year DTE veteran rose through successive leadership roles to become the company's first woman and first African American to serve as CEO.

### Track Record Highlights

First exposed to the company at 15 through a high school engineering co-op, Joi Harris joined DTE Gas full-time in 1991 and advanced through a series of operational leadership roles, serving as Director of Transmission and Storage Operations from 2007 to 2010 and Director of Southeast Michigan Operations from 2010 to 2013. In 2013, she became VP of Gas Operations, a position she held until moving into the role of SVP of Major Enterprise Projects from 2018 to 2021, where she spearheaded construction of the company's renewable energy projects. Harris was named President and COO of DTE Gas in 2021 and continued in that capacity through 2023. She then served as President and COO of DTE Energy from 2023 to 2025, where she helped drive modernization of the company's critical infrastructure.

### In the Words of Others

"Joi Harris is a respected, strategic thinker known for driving results with focus and precision. Over her 34 years at DTE, she has delivered a proven track record of operational excellence. She brings clear-eyed judgment, purpose-driven leadership and an unwavering commitment to what matters most to our customers, employees, investors and communities."

- Gerardo (Jerry) Norcia, Executive Chairman and former CEO, DTE Energy Company

### In Their Own Words

*"I am honored to take on this role at such a pivotal moment for our company and industry. We are in a time of transformation, and I'm committed to executing our strategy with urgency – modernizing infrastructure, delivering for our customers, and building the energy systems that will power future generations."*

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## Clay M. Gaspar

<b>Appointed</b>	March 1, 2025
<b>Age at Appt.</b>	53
<b>Succeeded</b>	Richard (Rick) E. Muncrief
<b>Previous Role</b>	EVP and COO
<b>Education</b>	BS, Petroleum Engineering, Texas A&M University; MS, Petroleum Engineering, The University of Texas at Austin



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### Road to the Top

Three decades of petroleum industry experience; trained as an engineer before advancing into executive leadership.

### Track Record Highlights

Clay Gaspar began his career in 1995 as a production and drilling engineer with Mewbourne Oil Co. He moved to Anadarko Petroleum the following year, taking on a variety of technical and operational roles before serving as General Manager of Investor Relations from 2011 to 2012. After two years as a vice president at Newfield Exploration, he joined WPX Energy in 2014 and rose to President and COO in 2017. Following WPX's merger with Devon Energy in 2021, Gaspar became Executive Vice President and Chief Operating Officer, overseeing the company's broad operational functions including geosciences, reservoir, production, drilling, facilities, field operations, environmental, health, and safety, and ESG.

### In the Words of Others

"Clay's selection as our next CEO is the result of a comprehensive succession planning process conducted by our board. He is an experienced leader, with the vision and industry expertise to guide Devon as we move forward."

– John E. Bethancourt, Chair, Devon Energy

### In Their Own Words

*"I am excited and humbled for the opportunity to lead such an outstanding organization. I want to thank Rick for his leadership and mentorship. We will remain focused on operating excellence across our portfolio of assets to deliver competitive and sustainable returns for our shareholders."*

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## Benjamin (Ben) J. Tisch

<b>Appointed</b>	January 1, 2025
<b>Age at Appt.</b>	42
<b>Succeeded</b>	James (Jim) S. Tisch
<b>Previous Role</b>	SVP, Corporate Development and Strategy
<b>Education</b>	BA, Public and Private Sector Organizations and Political Science, Brown University



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### Road to the Top

Fourteen-year Loews Corporation veteran with a focus on prudent capital allocation; rose to the top of the generational family business as part of a planned succession.

### Track Record Highlights

Ben Tisch began his career in the two-year investment banking program within the Financial Sponsors Group at Lehman Brothers. From there, he moved on to Fortress Investment Group, where he specialized in developed market interest rates and foreign exchange strategies. During his Fortress tenure, Tisch advanced from an analyst role to a management director position with Fortress's Macro Fund. In 2011, following in the footsteps of his father and grandfather, he joined Loews, focusing primarily on the investment portfolio of its insurance subsidiary. Tisch was appointed VP in 2014, and named SVP, Corporate Development and Strategy, in 2022.

### In the Words of Others

“Having worked closely with Ben for many years, the Board of Directors has seen first-hand that Ben possesses the skills and attributes necessary to lead the company. I am confident that Loews will be in good hands with Ben. He is trusted by our investors, subsidiary management teams and our Board of Directors.”

- James (Jim) S. Tisch, Chairman and former President and CEO, Loews Corporation

### In Their Own Words

*“I am honored to lead Loews Corporation and I would like to thank my colleagues for their ongoing support. Most importantly, I am incredibly grateful to Jim for his many years of guidance and mentorship. I look forward to building upon his outstanding legacy.”*

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## Deanna D. Strable-Soethout

<b>Appointed</b>	January 7, 2025
<b>Age at Appt.</b>	55
<b>Succeeded</b>	Daniel (Dan) J. Houston
<b>Previous Role</b>	President and COO
<b>Education</b>	BA, Math and Economics, Northwestern University



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### Road to the Top

Thirty-five-year veteran of Principal Financial Group; rose through the ranks from a college internship to senior management.

### Track Record Highlights

Deanna Strable began her career at Principal in 1990 as an actuarial assistant, and, over the following decades, progressed through multiple leadership roles to become the first female CEO and President in the 145-year-old company's history. Strable helped establish Principal's Benefits and Protection business in 2015. Since then, she has played a leading role in the company's business strategy, with senior roles including President of U.S. Insurance Solutions and Chief Financial Officer before taking the title of President and COO in August 2024.

### In the Words of Others

"[Deanna] has cultivated a breadth and depth of experience during her 35 years with Principal and held key leadership roles in shaping its strategy and portfolio of businesses. We look forward to her continued leadership driving Principal into the next phase of growth."

– Scott M. Mills, Lead Director, Principal Financial Group

### In Their Own Words

*"I am honored to be appointed as the company's next president and CEO and build upon the strong foundation we've established under Dan's leadership... Alongside our committed and passionate colleagues around the world, I look forward to continuing our culture of innovation, inclusion, and service, with a focus on meeting customer needs to drive growth and create shareholder value."*



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## David F. Ellison

<b>Appointed</b>	August 7, 2025
<b>Age at Appt.</b>	42
<b>Succeeded</b>	N/A
<b>Previous Role</b>	Founder and CEO, Skydance Media
<b>Education</b>	Attended Pepperdine University, University of Southern California



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### Road to the Top

Founded and led Skydance Media before its merger with Paramount.

### Track Record Highlights

In his early 20s, David Ellison stepped away from college to pursue his passions in acting and flying with a starring role in the 2006 film *Flyboys*. Then, in 2010, he partnered with Paramount, serving as executive producer of *True Grit*, which earned 10 Oscar nominations. The same year, he founded Skydance Media, which would go on to produce major hits such as the *Mission: Impossible* films, *World War Z*, and *Top Gun: Maverick*. As Ellison grew the company, he expanded its media offerings, establishing Skydance Television in 2013, Skydance Animation in 2017, and Skydance Sports in 2021. In August 2025, Skydance Media merged with Paramount to form a new company, Paramount Skydance Corporation – with Ellison named its new Chairman and CEO.

### In the Words of Others

“Now looking ahead under David Ellison... the next chapter of Paramount is sure to be another historic one. We’d like to thank David and the Skydance RedBird teams... for their partnership throughout this transition. We are excited to see what you do, and you have a great team here to help you.”

- Christopher D. McCarthy, Office of the CEO, Paramount Global

### In Their Own Words

*“My vision is to honor exceptional storytelling while modernizing how we make and deliver content to support the world’s top creative talent, enhance experiences for audiences worldwide, and create sustainable value for our shareholders.”*

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## James (Jim) A. Williamson

<b>Appointed</b>	January 5, 2025
<b>Age at Appt.</b>	50
<b>Succeeded</b>	Juan C. Andrade
<b>Previous Role</b>	EVP, Group COO, and Head of the Reinsurance and Insurance Divisions
<b>Education</b>	BS, Finance, Bryant College; MBA, University of Pennsylvania



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### Road to the Top

Seasoned property and casualty expert with decades of experience leading commercial and consumer lines across U.S. and global markets.

### Track Record Highlights

Jim Williamson began his insurance career at The Hartford, where he held roles in casualty underwriting and led the underwriting and service operation for the small business insurance franchise. He later served as Division President, North America Small Business at Chubb. In 2020, Williamson joined Everest as Executive VP and Group COO, and has held positions of increasing responsibility, rising in 2024 to head of the reinsurance and insurance businesses alongside his other roles. That same year, he was elected Chair of the Reinsurance Association of America's Board of Directors.

### In the Words of Others

“Jim’s extensive industry experience, deep knowledge of the Company and outstanding performance make him the right person to lead the next chapter for Everest.”

- Joseph (Joe) V. Taranto, Chairman, Everest Group

### In Their Own Words

*“Everest is uniquely positioned, with exceptional talent and a growing global franchise, to unlock future potential. I look forward to working closely with our Board and the entire Everest team as we focus on delivering sustainable value for our shareholders, clients and colleagues.”*

## Christopher (Chris) J. Nelson

<b>Appointed</b>	October 1, 2025
<b>Age at Appt.</b>	55
<b>Succeeded</b>	Donald (Don) Allan, Jr.
<b>Previous Role</b>	COO, EVP and President of Tools & Outdoor
<b>Education</b>	BA, University of Notre Dame; MBA, Cornell University



### Road to the Top

Twenty-three years of senior experience in commercial and residential products and services before joining Stanley Black & Decker in 2023.

### Track Record Highlights

Chris Nelson began his career as a U.S. Army Officer in 1992 and served four years before joining Johnson & Johnson as a Sales Representative. In 2000, Nelson joined McKinsey as a Consultant and Engagement Manager, and then moved to Carrier's HVAC segment in 2004, where he spent eight years rising steadily through Director and VP-level roles. In 2012, he became President of North America HVAC; in 2018, President of Commercial HVAC; and in 2020, President of the entire HVAC segment. In 2023, Nelson took on a new role at Stanley Black & Decker as COO, EVP, and President of Tools & Outdoor – a \$13 billion business. He was appointed President and CEO in October 2025.

### In the Words of Others

“I am fully committed to supporting Chris and the Company in my role as Executive Chair, and I am confident that Stanley Black & Decker is in excellent hands under Chris' leadership.”

- Donald (Don) Allan, Jr., Executive Chair and Former CEO, Stanley Black & Decker

### In Their Own Words

*“I am honored to become President and CEO of Stanley Black & Decker, an iconic American Company with a proud legacy and an incredibly bright future... I am energized by the opportunity ahead and look forward to working together with the Board and our teams around the world to deliver on the amazing potential for our brands and innovation in the marketplace.”*

## About Feigen Advisors

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

Founded in 2007, our mission is to drive company performance through CEO performance.

Our CEO clients have delivered remarkable performance for their companies.



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