

FEIGEN ADVISORS

NEW CEO REPORT®

JANUARY - DECEMBER 2021



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The S&P 250 New CEO Class of 2021

<i>S&P 250 Company</i>	<i>CEO</i>	<i>Market Cap¹</i>	<i>Page</i>
Amazon.com, Inc.	Andrew (Andy) Jassy	\$ 1,691.0	3
UnitedHealth Group Inc.	Andrew Witty	472.9	4
Procter & Gamble	Jon Moeller	395.9	5
Mastercard Inc.	Michael Miebach	350.2	6
Salesforce, Inc.	Bret Taylor	250.3	7
Intel Corporation	Patrick (Pat) Gelsinger	209.5	8
Qualcomm Inc	Cristiano Amon	204.8	9
Merck & Co., Inc.	Robert (Rob) Davis	193.6	10
Philip Morris International Inc.	Jacek Olczak	147.9	11
CVS Health Corporation	Karen Lynch	136.2	12
Citigroup Inc.	Jane Fraser	119.8	13
Ecolab Inc.	Christophe Beck	67.2	14
Emerson Electric Co.	Surendralal (Lal) Karsanbhai	55.2	15
Marriott International, Inc.	Anthony (Tony) Capuano	53.8	16
EOG Resources, Inc.	Ezra Yacob	52.0	17
Trane Technologies plc	Dave Regnery	48.0	18
American International Group, Inc.	Peter Zaffino	47.2	19
Walgreens Boots Alliance Inc	Rosalind (Roz) Brewer	45.1	20
L3Harris Technologies Inc	Christopher (Chris) Kubasik	41.8	21
Xcel Energy Inc.	Robert (Bob) Frenzel	36.5	22
Corteva Inc	Charles (Chuck) Magro	34.5	23
Consolidated Edison, Inc.	Timothy (Tim) Cawley	30.2	24
Devon Energy Corporation	Richard Muncrief	29.8	25
ONEOK, Inc.	Pierce Norton, II	26.2	26
Tyson Foods, Inc.	Donnie King	25.7	27
PG&E Corporation	Patricia (Patti) Poppe	24.1	28
WestRock Company	David Sewell	11.7	29
Universal Health Services, Inc.	Marc Miller	9.5	30

1. Market Capitalization in billions of dollars as of December 31st, 2021.



Andrew (Andy) Jassy

Appointed	July 5, 2021
Age at Appt.	53
Succeeded	Jeffrey Bezos
Previous Role	CEO, Amazon Web Services
Education	AB, Harvard University MBA, Harvard Business School

Road to the Top

Joined Amazon.com shortly after business school, and ran AWS from its inception.

Track Record Highlights

Andy Jassy joined Amazon.com shortly after graduating from Harvard Business School in 1997 and, prior to founding Amazon Web Services (AWS), held various leadership roles across the company, including both business-to-business and business-to-consumer. He led AWS, which holds the cloud computing technology that underpins Netflix, Spotify, Fortnite, and other major services, since the team was founded in 2003 and was officially named the division's CEO in 2016. At the end of 2020, AWS controlled about a third of the total cloud computing market, according to Synergy Research, which is roughly as much as its closest rivals Microsoft and Google, combined.

On COVID-19

“I don't think you're going to have people coming back to the office 100 percent of the time the way that they did before... I think there's going to be some type of hybrid model, and I think it will probably differ depending on your job function.”

“Andy is well known inside the company and has been at Amazon almost as long as I have. He will be an outstanding leader, and he has my full confidence.”

- *Jeff Bezos,
Founder, Former
CEO, & Executive
Chairman,
Amazon*



“I am deeply honored to help guide one of the most consequential organizations in health care, where our responsibility is to execute flawlessly and deliver on our potential each day. ... We have the right strategy and tremendous people and capabilities throughout the organization to continue strengthening our efforts to improve the health system for everyone.”

Andrew Witty

Appointed February 4, 2021
Age at Appt. 56
Succeeded David Wichmann
Previous Role CEO, UnitedHealth’s Optum Health Services
Education BA, Economics, University of Nottingham

Road to the Top

35-year veteran of the healthcare industry, joined UnitedHealth from GlaxoSmithKline in 2018.

Track Record Highlights

Andrew Witty joined GlaxoSmithKline plc (GSK) in 1985. From 2003 to 2007, he served as president of GSK Europe, and from 2008 to 2017 as CEO of GSK. He was named Executive Vice President of UnitedHealth Group, and CEO of Optum in March 2018. Witty is former chancellor of the University of Nottingham, a British public research university, and serves on the Singapore Prime Minister’s Research, Innovation and Enterprise Council. Witty became Chair, Imperial College Business School Advisory Board in November 2020. Between April and December 2020 Witty took an unpaid leave as Special Envoy at the World Health Organization, co-leading the effort to accelerate responses to COVID-19. Witty was knighted in 2012 for services to the U.K. economy. In 2017, he was named an Honorary Citizen by Singapore for his contributions to the country’s growth and development.

On COVID-19

“It’s a particularly dramatic moment in history in terms of all of these countries facing very similar challenges because of the pandemic.”



“I am honored to serve as P&G’s CEO. My confidence in the future is rooted in my confidence in P&G people. They are committed to lead, motivated to win, and have a strong focus on sustained excellence in everything we do—serving consumers and delivering for shareholders through an integrated strategy that is delivering balanced growth and value creation.”

Jon Moeller

Appointed November 1, 2021
Age at Appt. 57
Succeeded David Taylor
Previous Role COO
Education BS, Biology, Cornell University
MBA, Cornell University

Road to the Top

33-year P&G veteran, held various positions of increasing responsibility.

Track Record Highlights

Jon Moeller joined P&G in 1988 as a cost analyst, and has since held various senior leadership roles. He has led major merger and acquisition operations, including the Merck KGaA acquisition and the divestitures of P&G’s coffee, snacks, pharmaceuticals, battery and prestige beauty businesses. Moeller managed P&G’s global Duracell, Salon Professional, Retail Hair Color, Prestige Fragrances and Retail Hair Color businesses for a multi-year period as those businesses were transitioned for sale. From 2009 to 2021, Moeller held the role of P&G’s Chief Financial Officer. Prior to becoming CEO, Moeller was P&G’s Chief Operating Officer, with profit/loss responsibility for P&G’s Enterprise Markets (Latin America, India, Middle East, Africa, Southeast Asia and Eastern Europe). He also led the company’s Investor Relations, Information Technology, Global Business Services, Sales, Market Operations, Purchasing, Manufacturing, and Distribution efforts.

On COVID-19

“We will serve a forever-altered health, hygiene and cleaning focus.”



Michael Miebach

Appointed	January 1, 2021
Age at Appt.	53
Succeeded	Ajay Banga
Previous Role	Chief Product Officer
Education	MBA, University of Passau, Germany

Road to the Top

26-year veteran of the finance industry, joined Mastercard from Barclays in 2010.

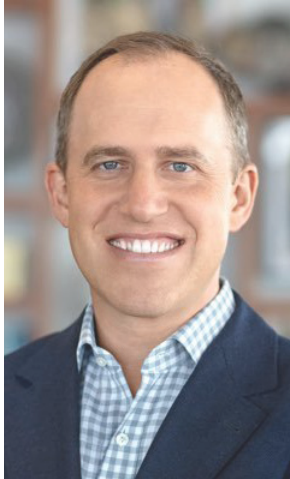
Track Record Highlights

Michael Miebach began his career at Citibank in 1994, where he served in a number of capacities for thirteen years. From 2007 to 2010 he was a regional MD at Barclays. Miebach joined Mastercard in 2010 to lead its Middle East and Africa operations, where he helped shape and advance the company's financial inclusion efforts with targeted solutions for governments and their citizens across the region. In 2016, he was named Chief Product Officer, and in 2020 he was named President.

On COVID-19

"The pandemic... proved... that leveraging technology is not just about convenience. We saw how people adopted new habits. ... These habits won't snap back to December 2019. They have changed, likely permanently. And it is now the job of business models, policies and regulations to change with them."

"Mastercard has outstanding people, leading technology, and tremendous potential. ... I've dedicated the last decade of my career to payment innovation and will continue to evolve and execute Mastercard's strategy."



Bret Taylor

Appointed	November 30, 2021
Age at Appt.	41
Succeeded	Marc Benioff (Co-CEO)
Previous Role	President and COO
Education	BS, Computer Science, Stanford University MS, Computer Science, Stanford University

Road to the Top

Technology entrepreneur, joined Salesforce when his company FriendFeed was acquired by it.

Track Record Highlights

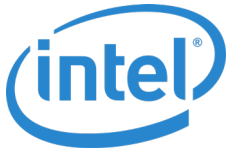
Bret Taylor started his career at Google in 2003, where he co-created Google Maps. In 2007 he co-founded social networking company FriendFeed, where he served as CEO. He joined Facebook in 2009 after it acquired FriendFeed, and is credited with the invention of the “Like” button. Taylor served as the Chief Technology Officer of Facebook from 2010 to 2012, and saw the company through its successful IPO in 2012. He then co-founded and served as CEO of Quip, the collaboration platform Salesforce acquired in 2016. Before his appointment as Co-CEO, Taylor served as Chief Operating Officer and Chief Product Officer of Salesforce.

On COVID-19

“Helping our customers reopen and our own reopening, it’s in the context of probably more business complexity than I think any of us have experienced.”

“Bret is a phenomenal industry leader, who has been instrumental in creating incredible success for our customers and driving innovation throughout our company. We’re in a new world and Salesforce has never been more relevant or strategic for our customers.”

- Marc Benioff,
Founder &
Co-CEO,
salesforce.com



Patrick (Pat) Gelsinger

Appointed	February 15, 2021
Age at Appt.	59
Succeeded	Robert Swan
Previous Role	CEO, VMware
Education	AA, Electrical Engineering, Lincoln Technical Institute BS, Electrical Engineering, Santa Clara University Masters, Electrical Engineering, Stanford University

Road to the Top

After 30 years with Intel, Gelsinger left to join VMware. Gelsinger returned to Intel after serving as CEO of VMware for nearly a decade.

Track Record Highlights

Gelsinger began his career in 1979 at Intel, becoming its first Chief Technology Officer, and also serving as SVP and General Manager of the Digital Enterprise Group. He managed the creation of key industry technologies such as USB and WiFi. He was the architect of the original 80486 processor, led 14 microprocessor programs, and played key roles in the Intel® Core™ and Intel® Xeon® processor families, leading to Intel becoming the preeminent microprocessor supplier. In 2009, Gelsinger left Intel to become President and Chief Operating Officer of EMC's Information Infrastructure Products business, overseeing engineering and operations for information storage, data computing, backup and recovery, RSA security, and enterprise solutions. From 2012 until rejoining Intel, Gelsinger was CEO of VMware. In that role, he transformed VMware into a recognized global leader in cloud infrastructure, enterprise mobility, and cyber security – almost tripling the company's annual revenues. Gelsinger was ranked the best CEO in America in 2019, according to an annual survey by Glassdoor.

On COVID-19

“[It's] just a huge accelerant in the digitization of humanity.”

“Pat is a proven technology leader with a distinguished track record of innovation, talent development, and a deep knowledge of Intel. He will continue a values-based cultural leadership approach with a hyper-focus on operational execution.”

- Omar Ishrak,
Chairman,
Intel



“Qualcomm is an incredible company. We have been at the forefront of innovation for decades and I look forward to maintaining this position going forward. In addition to driving the expansion of 5G into mainstream devices and beyond mobile, Qualcomm is set to play a key role in the digital transformation of numerous industries as our technologies become essential to connecting everything to the cloud.”

Cristiano Amon

Appointed	June 30, 2021
Age at Appt.	50
Succeeded	Steven Mollenkopf
Previous Role	President
Education	BS, Electrical Eng., Universidade Estadual de Campinas

Road to the Top

26-year Qualcomm veteran, with previous experience at NEC and Ericsson.

Track Record Highlights

Before joining Qualcomm, Cristiano Amon served as Chief Technical Officer for Vésper, a wireless operator in Brazil, and held leadership positions at NEC, Ericsson, and Velocom. He began his Qualcomm career in 1995 as an engineer and has held several leadership roles in the company. From 2014 to 2015, Amon led Qualcomm’s semiconductor business as president of QCT. From 2018 until being appointed as CEO, Amon served as president of Qualcomm. In that role, he steered development of a leading and differentiated product roadmap, spearheaded Qualcomm’s 5G strategy – as well as its acceleration and global roll out – and drove the expansion and diversification of the business to serve multiple industries.

On COVID-19

“First and foremost, our thoughts are with all of those who are impacted by this unprecedented, very difficult situation. Number one priority: health and safety.”



Robert (Rob) Davis

Appointed	July 1, 2021
Age at Appt.	55
Succeeded	Kenneth Frazier
Previous Role	EVP, Global Services, and CFO
Education	BS, Finance, Miami University MBA, Northwestern University JD, Northwestern University

Road to the Top

30-year veteran of the pharmaceutical industry, joined Merck in 2014 from Baxter.

Track Record Highlights

Davis began his career in 1990 at Eli Lilly, where he held numerous positions of increasing responsibility over 14 years. He joined Baxter in 2004, where he served in several positions, including as President of Baxter's Renal business, Chief Financial Officer and Treasurer, Corporate Vice President and President of Baxter's Medical Products business. Davis joined Merck as CFO in 2014 with additional responsibility for real estate operations, corporate strategy and business development. In 2021, he served as Merck's President, responsible for the company's operating divisions — Human Health, Animal Health, Manufacturing and Merck Research Laboratories. In 2016, his role was expanded to include responsibility for information technology and procurement, forming Global Services. Before being appointed CEO, he served as Executive Vice President, Global Services, and the company's CFO. He became President in April 2021.

On COVID-19

“Since the beginning, we committed to help fight the pandemic and protect global health by ensuring that any medicine or vaccine we developed for COVID-19 would be broadly available, and we have acted with urgency and diligence to do just that.”

“This will be a year of great change both for the company and for our industry. As we work through the pandemic, we will continue to focus on the important work of bringing our medicines and vaccines to those who need them.”



“Jacek is ideally placed to deliver PMI’s smoke-free vision in his new role as CEO. His passion for the company and our employees underpins his drive for results, as does his deep knowledge of our products, systems, values, and investors. I believe he is the ideal leader to ensure our business’s continued growth and deliver shareholder value.”

– André
Calantzopoulos,
Executive
Chairman,
Philip Morris

Jacek Olczak

Appointed May 5, 2021
Age at Appt. 56
Succeeded André Calantzopoulos
Previous Role COO
Education Masters, Economics, University of Lodz, Poland

Road to the Top

Twenty-eight year PMI veteran, moving up from CFO and COO.

Track Record Highlights

Jacek Olczak began his career at BDO Binder in 1991. He joined PMI in 1993, where he started in finance and general management positions across Europe, including Managing Director of PMI’s markets in Poland and Germany and President of the European Union Region, before being appointed CFO in 2012. He served as PMI’s COO from January 2018 until his appointment as CEO. He has been a key driver of the company’s commercial transformation, turning a primarily business-to-business company into an increasingly business-to-consumer company.

On COVID-19

“The response to our most immediate challenge—the global COVID-19 pandemic—although far from perfect or complete, has reminded us that significant progress can be made when science prevails and everyone works together with a sense of urgency and a common purpose.”



Karen Lynch

Appointed	February 1, 2021
Age at Appt.	57
Succeeded	Larry Merlo
Previous Role	President, Aetna and EVP, CVS Health
Education	BS, Accounting, Boston College MBA, Boston University

Road to the Top

Health care industry veteran of over three decades, joined CVS in 2017 from Aetna with the merger of the two companies.

Track Record Highlights

Karen Lynch has over three decades of experience in the health care industry. She began her career in 1980 with Ernst & Young as a Certified Public Accountant (CPA). Lynch joined Cigna in 1991 and served as President from 2005 to 2009. From 2009 to 2012, she served as President of Magellan Health Services. She joined Aetna in 2012 and was President of Aetna from 2015 to 2021, as well as Executive Vice President, CVS Health from 2018, after the merger of Aetna and CVS. In 2021, Lynch was included on Forbes' inaugural "50 over 50" list. She was recognized by Forbes as one of The World's 100 Most Powerful Women in 2020 and included on Business Insider's Top 100 People Transforming Business list in 2019. For the past six years (2016 to 2021), she was named to Fortune's list of the 50 Most Powerful Women in Business.

On COVID-19

"I never thought I would take over as C.E.O. in the middle of a pandemic. ... I stepped back and said, "What is our true purpose of the company?" What I want to do is make sure that people have access to high-quality, affordable health care."

"Never before has our purpose been more critical than during these unprecedented times. Together with the CVS Health leadership team and all of our colleagues, I will work to build on the strong foundation Larry has put in place to continue to make health care more accessible and affordable, driving better health outcomes for our consumers and communities."



Jane Fraser

Appointed	March 1, 2021
Age at Appt.	53
Succeeded	Michael Corbat
Previous Role	President, Citigroup & CEO, Global Consumer Bank
Education	MA, Economics, Cambridge University MBA, Harvard Business School

Road to the Top

17-year Citi veteran, joining Citi from McKinsey in 2004.

Track Record Highlights

Jane Fraser started her career in 1988 with the Goldman Sachs Group, Inc. in London. From 1990 to 1992 she worked for Asesores Bursátiles in Madrid, Spain. She joined McKinsey & Company in 1994, where she became a partner. In 2004, Fraser joined Citi in the corporate and investment banking division. From 2009 to 2013, she served as the CEO of Citi's Global Private Bank. Fraser was the Global Head of Strategy and Mergers and Acquisitions for Citi from 2007 to 2009. From 2013 to 2015, she was CEO of U.S. Consumer and Commercial Banking and CitiMortgage. She served as CEO of Citigroup Latin America from 2015 to 2019. Before becoming CEO in February 2021, she was President of Citi and CEO of the Global Consumer Bank, responsible for all of Citi's consumer businesses, including retail banking and wealth management, credit cards, mortgage and operations and technology in 19 markets.

On COVID-19

"[T]he blurring of lines between home and work and the relentlessness of the pandemic workday have taken a toll on our well-being. It's simply not sustainable.... [W]e need to reset some of our working practices."

"The way our team has come together during this pandemic shows what Citi is made of. Our balance sheet is strong and our commitment to serving our clients and communities is even stronger. I will do everything I can to make all of our stakeholders proud of our firm as we continue to build a better bank and improve our returns."



“I am fortunate to inherit an outstanding, world-class company with a strong and winning value proposition, excellent market positions, advanced technology, and – most of all – the unequalled Ecolab team who make it all work, delivering outstanding results and value for our customers, as well as driving our growth and returns for shareholders.”

Christophe Beck

Appointed January 1, 2021
Age at Appt. 52
Succeeded Douglas Baker, Jr.
Previous Role President and COO
Education MS, Engineering, Swiss Federal Institute of Technology

Road to the Top

13-year veteran of Ecolab, joined the company from Nestlé.

Track Record Highlights

Early in his career, Christophe Beck worked on a space shuttle project for the European Space Agency. He joined Nestlé in 1992, where he was a senior executive for 16 years and ran several of the company’s major businesses. Beck joined Ecolab in 2007. His roles at Ecolab have included EVP, Institutional Sector; SVP and General Manager, Institutional Foodservice – North America; and SVP, Corporate Marketing and Strategy. Beck has held several senior leadership roles at Ecolab, including EVP and President of the Global Industrial Group; EVP and President of Nalco Water, an Ecolab company; and EVP and President of International Regions. Beck was named Ecolab’s President and COO in 2019.

On COVID-19

“The way we are managing 2020 is really making sure we build everything that is going to help us get stronger post-COVID.”



Surendralal (Lal) Karsanbhai

Appointed	February 5, 2021
Age at Appt.	51
Succeeded	David Farr
Previous Role	Executive President, Automation Solutions
Education	BA, Economics, University of Michigan MBA, Washington University, St. Louis

Road to the Top

26-year Emerson veteran, holding a variety of positions of increasing responsibility.

Track Record Highlights

Lal Karsanbhai began his career at Emerson in 1995 as an international planner and has since held a number of positions of increasing responsibility. He served as Vice President of the Regulator Technologies business from 2002 until 2005, when he moved to Gallardon, France, as Vice President and General Manager of Natural Gas. Karsanbhai was named President of Emerson's Fisher Regulator Technologies in 2008. In 2012, he moved to the role of Vice President of Planning, where he was responsible for coordinating Emerson's global planning and strategy. Karsanbhai served as President of Emerson's former Network Power business in Europe, Middle East and Africa from 2014 until 2016, when he was named Group President of Emerson's Rosemount Measurement & Analytical. He held this role until his appointment as leader of Automation Solutions in 2018. In this role Karsanbhai was responsible for leading strategies, technologies and innovations to help essential industries enhance operations and achieve top-quartile performance.

On COVID-19

“In the face of many challenges, including ongoing supply chain constraints, electronic component shortages, COVID-19 lockdowns and the war in Ukraine, our employees rallied to deliver solutions to our customers, and I am proud of how we responded.”

“I have had the opportunity to work alongside Lal during his 25-year career at Emerson and have observed his strengths and proven skill as a seasoned leader with a deep understanding of both business operations and the markets we serve.”

- David Farr,
Former CEO,
Emerson



Anthony (Tony) Capuano

Appointed	February 21, 2021
Age at Appt.	55
Succeeded	Arne Sorenson
Previous Role	Group President, Global Dev., Design and Ops Services
Education	BS, Hotel Administration, Cornell University

Road to the Top

25-year Marriott veteran, worked his way up through various positions of increasing responsibility.

Track Record Highlights

From 1987 to 1995 Tony Capuano worked for Levanthol & Horwath Inc., and then Kenneth Leventhal & Co., private leisure and hospitality consulting and advisory groups. Capuano began his Marriott career 1995 as part of the Market Planning and Feasibility team, where he helped the company assess the overall economic viability of new and existing hotels. That role prepared him to lead Marriott’s development efforts in the Western United States and Canada for its full-service hotel brands. Later, his responsibilities expanded to include North America, the Caribbean and Latin America. In 2009, Capuano assumed global development responsibility. He began overseeing global design in 2014 and global operations in January 2020. Before his appointment as CEO in February 2021, Capuano was Group President, Global Development, Design and Operations Services, where he led the strategic unit growth of all of Marriott’s brands while overseeing the global design team as well as Marriott’s global operating standards and protocols for thousands of properties around the world.

On COVID-19

“We are about safety and security for our guests and associates.”

“Tony ... works thoughtfully and pragmatically with our owner and franchisee community and has been steadfast in ensuring Marriott delivers operational excellence and elevated customer experiences at our properties. Tony has a deep appreciation for Marriott’s thousands of associates who ultimately deliver on our customer and brand promise and I know he will be a superb steward of our culture.”

– J.W. Marriott Jr.
Chairman,
Marriott



“EOG is in the best shape of its history and I am humbled and excited to expand on Bill’s legacy of leading a great team to high performance through serving leadership.”

Ezra Yacob

Appointed	October 1, 2021
Age at Appt.	45
Succeeded	William Thomas
Previous Role	President
Education	BS, Geology, University of Puget Sound MS, Geology, Colorado School of Mines MBA, University of Texas

Road to the Top

16-year veteran of EOG, joined after a stint with the United States Geological Survey.

Track Record Highlights

Before joining EOG, Ezra Yacob worked for the Minerals Division at the United States Geological Survey for five years. He joined the company in 2005 as a Geoscience Associate and served in various geoscience and leadership positions. He served as Division Exploration Manager in Fort Worth from 2012 to 2013; Division Exploration Manager in Midland from 2013 to 2014; Vice President and General Manager in Midland from 2014 to 2017; Executive Vice President, Exploration and Production from 2017 to 2021; and as President from January 2021 through September 2021.

On COVID-19

“We really try to focus on our employees first. It’s been critically important for us to keep employee morale intact over the past 20 months.”



“Dave was the co-architect of our transformation as a focused climate innovator. He is an exceptional leader with a deep understanding of our industry, the sustainability megatrends affecting our businesses, our customers’ needs, and how to create value for our stakeholders.”

– Michael Lamach
Former CEO,
Trane Tech.

Dave Regnery

Appointed July 1, 2021
Age at Appt. 59
Succeeded Michael Lamach
Previous Role President and COO
Education BS, Finance, Northeastern University
MBA, Lehigh University

Road to the Top

Trane Technologies lifer, moved up from the President and COO role.

Track Record Highlights

Dave Regnery has been with Trane Technologies for his entire career. Throughout his tenure, he has led the majority of the company’s businesses around the world, including Commercial HVAC and Transport Refrigeration. As President of the Commercial HVAC business, Regnery led the launch of the company’s successful EcoWise™ portfolio of products, designed to lower environmental impact through high-efficiency operation and low global-warming potential refrigerants. In 2020 he was named the company’s President and COO, with direct responsibility for its three regional reporting segments and full portfolio of businesses, as well as mission-critical company operations including supply chain, engineering and information technology.

On COVID-19

“Our new Cold Storage Solutions can maintain temperatures of -70 degrees Celsius for an extended period of time, can be leveraged to help reduce degradation of a vaccination, and most importantly, could prevent vaccine ‘deserts’ or lack of accessibility.”



Peter Zaffino

Appointed	March 1, 2021
Age at Appt.	54
Succeeded	Brian Duperreault
Previous Role	President
Education	BA, Economics, Boston College MBA, New York University

Road to the Top

30+ year veteran of the insurance business, joined AIG in 2017 from Marsh McLennan.

Track Record Highlights

Mr. Zaffino has more than 30 years of experience in the insurance and reinsurance industry and served in executive roles at several market-leading companies, including a portfolio company of GE Capital that specialized in alternative risk insurance and reinsurance. Zaffino joined Guy Carpenter in 2001, and was President & CEO from 2008 to 2011. In 2007, Guy Carpenter was acquired by Marsh McLennan, where he served as Chairman of the Risk & Insurance businesses (Marsh and Guy Carpenter) beginning in 2015, in addition to serving as Chief Executive Officer of Marsh from 2011. Zaffino joined AIG in July 2017 as Global Chief Operating Officer. In December 2019 he was also appointed to the role of President of AIG.

On COVID-19

“It’s fair to say that the profound impact and global nature of Covid-19 is something we have never encountered.”

“Peter has been instrumental in the significant turnaround and transformation at AIG and his vision, determination, and pursuit of excellence will help ensure the company’s future success.”

- Brian Duperreault,
Former CEO,
AIG



“WBA is a world-class and trusted organization whose purpose I deeply admire. The healthcare industry is constantly evolving, and I am excited to work alongside the entire WBA team as we deliver further innovation and positively impact the lives of millions of people around the world every day.”

Rosalind (Roz) Brewer

Appointed	March 15, 2021
Age at Appt.	59
Succeeded	Stefano Pessina
Previous Role	COO and Group President, Starbucks
Education	BS, Chemistry, Spelman College

Road to the Top

35-year veteran of the retail industry, joined Walgreens Boot Alliance from Starbucks.

Track Record Highlights

Rosalind (Roz) Brewer began her career in 1984 at Kimberly-Clark Corporation, where she held various management positions. She served as President of Global Nonwovens Division for Kimberly-Clark from 2004 to 2006. Brewer held several executive leadership positions with Walmart, Inc., beginning in 2006, and served as President and CEO of Sam’s Club, a membership-only retail warehouse club division of Walmart, from February 2012 to February 2017. She served as COO and Group President at Starbucks from October 2017 to January 2021. Brewer is currently ranked #6 on Fortune’s 50 Most Powerful Women in Business and was named one of the 25 most influential women by the Financial Times in 2021.

On COVID-19

“This is a time when our people feel so proud of the work that they were able to do. Everyone wants to not only do their job, but they want to make sure that it has purpose.”



Christopher (Chris) Kubasik

Appointed	June 29, 2021
Age at Appt.	60
Succeeded	William Brown
Previous Role	President and COO
Education	BS, Accounting, University of Maryland

Road to the Top

Over 30 years' experience in the Aerospace and Defense industry, joined L3Harris with the merger of L3 and Harris in 2019.

Track Record Highlights

Chris Kubasik began his career at Ernst & Young in 1983 and was named partner in 1996. In 2010 he was appointed President and COO of Lockheed Martin Corporation, where he also held several senior executive and finance roles. From 2014 to 2015 he served as President and CEO of the Seabury Advisory Group LLC, a leading aviation and A&D professional services firm. Kubasik joined L3 Technologies as President and COO in 2015 and was promoted to CEO in 2018. He served as President and COO after the merger of L3 Technologies, Inc. and Harris Corporation in June 2019.

On COVID-19

“So the top priority, of course, was protecting the workforce, and I think we’ve done a pretty good job. We put in a lot of focus on social distancing, and where we couldn’t appropriately social distance, we modified the production floor.”

“Chris’ extensive industry knowledge and customer relationships, combined with his significant leadership experience with L3Harris, L3 Technologies and Lockheed Martin, make him a perfect fit to lead L3Harris as we move into our next chapter as a combined company.”

- William Brown
Chairman and
Former CEO,
L3Harris



“This is an exciting time to be in the energy industry and I look forward to leading us into the future with a focus on our strategic priorities, including being an agile and innovative company and our commitment to elevating the customer experience.”

Robert (Bob) Frenzel

Appointed	August 18, 2021
Age at Appt.	50
Succeeded	Benjamin Fowke
Previous Role	President and COO
Education	BS, Industrial Eng., Georgia Institute of Technology MBA, University of Chicago

Road to the Top

12-year veteran of the energy industry, joined the company from Luminant.

Track Record Highlights

After college, Bob Frenzel served in the United States Navy for six years, working as a nuclear engineering officer and weapons officer. Following active duty, Frenzel served in the Navy Reserves and was promoted to lieutenant commander. From 1998 to 2000, he was a manager and senior consultant in the strategy, finance and economics practice at Arthur Andersen. From 2002 to 2009, Frenzel worked as Vice President in the investment banking division of Goldman Sachs. From 2009, he worked at Energy Future Holdings, Inc., where he served first as SVP of Corporate Development and then as SVP and CFO for Luminant, its competitive power-generating subsidiary. Frenzel joined Xcel Energy in 2016 as CFO, where he led the finance, tax, accounting, and corporate development functions of Xcel Energy and its subsidiary companies. From 2020 he served as president and COO, where he led Xcel Energy’s four utility operating companies, as well as its transmission, distribution and natural gas operations.

On COVID-19

“During the pandemic, we sold a power plant for a substantial gain, and donated that gain to mitigating the impacts of COVID-19, as well as racial and equity justice.”



Charles (Chuck) Magro

Appointed	November 1, 2021
Age at Appt.	52
Succeeded	James (Jim) Collins, Jr.
Previous Role	CEO, Nutrien
Education	BASc, Chemical Engineering, University of Waterloo MBA, University of Windsor

Road to the Top

Veteran of the agricultural sciences industry, joined Corteva from Nutrien.

Track Record Highlights

Following a career at NOVA Chemicals, Chuck Magro joined Agrium in 2009. He held a variety of key leadership positions with the company, including Chief Operating Officer, Chief Risk Officer, Executive Vice President of Corporate Development, and Vice President of Manufacturing, and led the company through numerous M&A transactions, expanding globally and restructuring the industry. From 2014 to 2018, Magro served as President and CEO of Agrium, and led more than 27,000 employees. In 2018 Agrium merged with Potash Corporation of Saskatchewan to create Nutrien. He served as President and CEO of Nutrien from the company's launch in 2018 until April 2021.

On COVID-19

“We urge every leader in the country to immediately shift focus to the singular objective of slowing the pace of transmission of this coronavirus.”

“With an unparalleled tradition of innovation, exceptionally strong customer relationships, and sustainability at the core of its business, we have an incredible opportunity to accelerate Corteva’s growth and value creation. Corteva is ideally equipped to advance the transformation of agriculture, helping farmers become more productive and sustainable and enabling us to feed a growing population, while finding new ways to protect the planet.”



Timothy (Tim) Cawley

Appointed	January 1, 2021
Age at Appt.	56
Succeeded	John McAvoy
Previous Role	President, Consolidated Edison Company of New York
Education	BS, Electrical Engineering, Union College MBA, New York University

Road to the Top

33-year Con Edison veteran.

Track Record Highlights

Timothy Cawley joined Con Edison in 1987. He served in a series of positions of increasing responsibility from 2007 to 2013, including SVP of central operations, Vice President of substation operations, and Vice President of Bronx and Westchester electric operations. From 2013 to 2017, Cawley served as President and CEO for Orange and Rockland Utilities, Inc., a Con Edison Inc.'s regulated subsidiary that operates in suburban New York and New Jersey. From 2018, he was President of Con Edison Company of New York, Inc., with responsibility for the safety, construction, planning, design, and reliability of Con Edison's energy systems serving more than nine million New Yorkers.

On COVID-19

"Con Edison CEO Timothy Cawley told shareholders ... the company faced the triple challenge of the COVID-19 pandemic, a national reckoning with systemic racism, and increasing effects of climate change in the past year... Con Edison's workforce remained steadfast addressing the company's three priorities of safety, operational excellence, and providing customers with the best possible experience."

"Tim Cawley is an accomplished leader with extensive experience in the energy industry. I have had the pleasure of working with Tim for many years and know he is the right person to lead the company. He understands the needs of our customers, our employees, and all of our stakeholders. Tim is an innovator in the clean energy and renewable space and will ably guide the company into the future."

– John McAvoy,
Former CEO,
ConEd



Richard (Rick) Muncrief

Appointed	January 7, 2021
Age at Appt.	61
Succeeded	David (Dave) Hager
Previous Role	CEO, WPX Energy
Education	BS, Petroleum Engineering Technology, Oklahoma State University

Road to the Top

40-year veteran of the oil and gas industry, joined Devon Energy from WPX Energy upon the merger of those two companies.

Track Record Highlights

From 1980 to 2007, Richard Muncrief served in various managerial capacities with ConocoPhillips and its predecessor companies, Burlington Resources, Meridian Oil and El Paso Exploration. From September 2007 to August 2008 he served as president and COO of Quest Midstream Partners, LP. Muncrief was employed from August 2008 through May 2009 by Resource Production Company, where he served as corporate business manager. From 2009 to 2014 he served as SVP, Operations and Resource Development of Continental Resources, Inc. From 2014 until the merger of Devon Energy with WPX Energy, Muncrief served as CEO of WPX. He was elected President and CEO of Devon following Devon's merger with WPX.

On COVID-19

“We remain disciplined with our capital program, and we are delivering some very positive results well ahead of plan, even with all the disruptions driven by COVID-19.”

“The combined company will be one of the largest unconventional energy producers in the U.S., [with] enhanced scale and [a] strong financial position. ... We will create value for shareholders of both companies through the disciplined management of our combined assets and an unwavering focus on profitable per-share growth.”



Pierce Norton, II

Appointed	June 28, 2021
Age at Appt.	61
Succeeded	Terry Spencer
Previous Role	CEO, ONE Gas, Inc.
Education	BS, Mechanical Engineering, University of Alabama

Road to the Top

Veteran of the natural gas industry, rejoined ONEOK after working there for 10 years and then for seven years as CEO of spin-off ONE Gas.

Track Record Highlights

Pierce Norton began his natural gas industry career in 1982 at Delhi Gas Pipeline, a subsidiary of Texas Oil and Gas Corporation. He later worked for American Oil and Gas, with operational responsibilities for natural gas gathering and processing, as well as for intrastate and interstate pipelines. He then worked for KN Energy as Vice President and General Manager of the Heartland Region, before moving to Bear Paw Energy as Vice President of Business Development. In 2002, he was named President of Bear Paw Energy, now ONEOK Rockies Midstream. Norton joined ONEOK in 2004 for almost 10 years. Prior to the separation of ONE Gas in January 2014, Norton served as EVP, Commercial, of ONEOK and ONEOK Partners. His other roles at ONEOK included EVP and COO of ONEOK and ONEOK Partners, responsible for the company's natural gas gathering and processing, natural gas pipelines, natural gas liquids, natural gas distribution and energy services business segments. Norton also served as President of ONEOK Distribution Companies – Oklahoma Natural Gas, Kansas Gas Service and Texas Gas Service. Norton was President and CEO of ONE Gas, Inc. for more than seven years.

On COVID-19

“In the midst of the COVID-19 pandemic, our focus remains on continuing to protect our workforce and customers while operating our systems safely during this difficult time.”

“I have known Pierce for the better part of four decades and worked closely with him during his prior 10 years here at ONEOK. His extensive operational and commercial expertise in the midstream business and sound business judgment will be a great asset to the company, and his proven CEO experience has prepared him for this role.”

- Terry Spencer,
Former CEO,
ONEOK



Donnie King

Appointed	June 2, 2021
Age at Appt.	59
Succeeded	Dean Banks
Previous Role	COO
Education	BBA, University of Arkansas-Monticello

Road to the Top

39-year Tyson veteran, worked his way up through the ranks and managed all aspects of the company's business.

Track Record Highlights

Donnie King started his career at Tyson Foods in 1982 in the Poultry segment and has since held leadership positions in businesses across the company. From 2014 to 2017 he served as President of North American Operations, where he was responsible for Poultry, Fresh Meats, International and Prepared Foods operations. Most recently, in the roles of Chief Operating Officer and International Business Group President, King helped grow Tyson's global footprint, including in high-growth markets in Asia.

On COVID-19

"[N]othing is more important than our team members' health and safety, and we thank them for the work they do, every day, to help us feed this country, and our world."

"The board and I know that Donnie has a deep understanding of our business, values and culture and the solid leadership skills needed to continue to implement our strategy and deliver strong results."

- John Tyson,
Chairman,
Tyson



Patricia (Patti) Poppe

Appointed	January 4, 2021
Age at Appt.	51
Succeeded	Interim CEO, William Smith
Previous Role	CEO, CMS Energy
Education	BS, Industrial Engineering, Purdue MS, Industrial Engineering, Purdue MBA, Stanford

Road to the Top

15-year GM veteran, joined DTE in 2005 as a power plant director.

Track Record Highlights

Patricia Poppe worked for General Motors in several positions for 15 years, starting in 1990. She joined DTE Energy as a power plant director in 2005, before becoming Director of Energy Optimization. Poppe joined CMS Energy in 2011 as VP, Customer Operations. From 2013 to 2015 she was VP of Customer Experience, before becoming SVP, Distribution Operations, Engineering and Transmission. She became President and CEO of CMS in July 2016.

On COVID-19

“Dear Neighbors... This is a dynamic situation and you should be comforted to know that we are continuing to keep an eye on any potential risks to protect our coworkers and you.”

“There was nobody near the caliber of Patti. Everything has prepared her to do this.”

– Robert Flexon,
Chairman, PG&E



“David is a proven executive with a strong record of driving profitable growth, both organic and acquisitive, and building organizational capability that develops and nurtures excellent leadership and talent while driving a culture of equity and inclusion.”

– John Luke, Jr.,
Chairman,
WestRock

David Sewell

Appointed	March 15, 2021
Age at Appt.	52
Succeeded	Steven Voorhees
Previous Role	President and COO, The Sherwin-Williams Company
Education	BA, Economics, University of Southern California

Road to the Top

After 15 years with GE, spent fourteen years with Sherwin-Williams, ultimately as President and COO.

Track Record Highlights

David Sewell began his career at General Electric Company, where he spent 15 years. In 2007 he joined The Sherwin-Williams Company, a global leader in the manufacture, development, distribution and sale of paint, coatings and related products, where he served as President and COO from 2019 until his appointment as CEO of WestRock. In that role, he was responsible for global operating segments that generated \$18.4 billion in sales and are supported by 60,000 team members.

On COVID-19

“We faced challenges in fiscal 2021 caused by the COVID-19 pandemic, ransomware, inflation and supply chain disruptions. Throughout these challenges, we remained focused on protecting the health and safety of our teammates while serving the needs of our customers. We responded decisively to the uncertainties introduced by COVID-19 by initiating the WestRock Pandemic Action Plan.”



“UHS’s reputation as a financially stable, innovative and award-winning healthcare company will continue. Our leadership team is fully engaged and well-positioned to continue to deliver solid performance, achieve strategic growth and expansion, and deliver superior care to patients. We will uphold the admirable reputation of UHS in the future as we continuously evolve, and continue to earn the confidence of the communities we serve as a trusted healthcare partner.”

Marc Miller

Appointed January 1, 2021
Age at Appt. 50
Succeeded Alan Miller
Previous Role President
Education BA, Political Science, University of Vermont
MBA, University of Pennsylvania

Road to the Top

UHS lifer, joined the company in 1995 and worked his way up.

Track Record Highlights

Marc Miller began his career at UHS in 1995 and over the years has held various positions of increasing responsibility at hospitals and the corporate office. Miller served as COO at Wellington Regional Medical Center in Florida, and Assistant Administrator of The George Washington University Hospital in Washington, D.C. He also served as CEO and Managing Director of Central Montgomery Medical Center in Pennsylvania. Among Miller’s regional and divisional management roles, he served as Group Director responsible for the company’s Acute Care operations in Pennsylvania, South Carolina and Florida; Eastern Region Vice President of the Acute Care Division; SVP and co-head of the UHS Acute Care Division; and President of the Acute Care Division. Miller was appointed President in 2009.

On COVID-19

“Due to COVID... the staffing issues have become more front and center... something that we are trying to deal with and conquer every day so we can staff our hospitals appropriately... we’ve got to be able to staff the hospitals to be able to take care of that need.”

Sources

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Company press releases, company websites, company transcripts and earnings calls, FactSet, BoardEx, Axios, Barron's, Bloomberg, Business Chief, Business Insider, The Business Journals, Business Roundtable, Business Wire, CBS News, Cincinnati Enquirer, CNBC, CNET, CNN, DealBreaker, Delaware Business Times, Fast Company, Fierce Telecom, Florida Today, Forbes, Fortune, Fox Business, Global Cosmetics News, Health Leaders, Hospitality Design, Hotel Business, Industrial Distribution, Insurance Business America, Insurance Journal, LinkedIn, Los Angeles Times, MarketBeat, MarketWatch, Modern Healthcare, The Motley Fool, Nasdaq, New York Post, The New York Times, Observer, The Oklahoman, PC Gamer, Power Engineering, PR Newswire, The Providence Journal, Quartz, Reinsurance News, RetailWire, Reuters, Seed World, Seeking Alpha, Star Tribune, TheStreet, Time, Tulsa World, USA Today, The Verge, The Wall Street Journal, The Washington Post, Yahoo! Finance, and Yahoo! News.

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

Our firm has three integrated practices:

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

Our CEO clients have created remarkable performance for their companies, many sustainably outperforming their peer group.

Over the last several years, we have prepared roughly one in four new CEOs in the Fortune 100.

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