

JENNY MCCAULEY

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PROFESSIONAL PROFILE

CHIEF HUMAN RESOURCES OFFICER

Innovative, problem-solving strategic executive balancing decades of experience with intuition to deliver practical, executable HR strategy and propel long and short-term business objectives. Insightful, action-oriented leader who synthesizes complex corporate environments to provide advisory and expert-level consulting capabilities to company leadership, boards, and key stakeholders. Expert in aligning HR and operational strategy to business outcomes with expertise in cultural stewardship through business transitions

CAREER HIGHLIGHTS:

- ✓ **Orchestrated \$150M business transformation and reorganization** during period of rapid decline in the commodity environment, *Southwestern Energy Company (SWN)*.
- ✓ **Owned senior and executive-level talent management, development, compensation, and succession planning**, *SWN*.
- ✓ **Spearheaded integrations of North and South American regions**, ~1,000 employees, into one cohesive region, *BG Group*.
- ✓ **Key member of acquisition team** during JPMorgan Chase/Bank One acquisition; led multiple HR integration activities.

CAREER NARRATIVE

SOUTHWESTERN ENERGY COMPANY (\$3B+ | NYSE: SWN)

CHIEF ADMINISTRATIVE OFFICER (2016 – 2020) • SENIOR VICE PRESIDENT, HUMAN RESOURCES (2009 – 2016)

Direct report and confidant of CEO, facilitating strategic conversations across the c-suite, senior leaders, and Board of Directors. Elevated from SVP HR to CAO to own HR, Internal Communications, IT, Supply Chain, Aviation, Real Estate and Facilities functions. Built and led world-class teams of up to 150 employees. Aligned operational strategies, programs, and initiatives with company mission, vision, and values.

- **Built flexible, agile, strategic HR function and supporting programs and initiatives** to sustain a culture of outperformance and high employee engagement across the talent lifecycle.
- **Collaborated on SWN strategy development and implementation during periods of growth and decline**, including a \$1.8B divestiture of largest asset and \$5B asset acquisition and creation of new asset leadership team and plan.
- **Coached leadership during CEO transitions and redesign of Executive Leadership Team (ELT) including transitions in and out of ~10 executives**; oversaw new ELT hiring and integration process to accelerate team collaboration and performance.
- **Led business transformation and reorganization initiatives** to address drastic, rapid decline of commodity environment. Recognized as a key executive in the endeavor, partnering with CEO to redesign organizational capabilities and structures:
 - 40% decrease in head count and implementation of a corporate resilience program.
 - Identified ~\$150MM reduction opportunity in annualized labor and non-labor G&A while sustaining cultural differentiation.
- **Oversaw and managed senior and executive-level talent management and succession initiatives**; partnered with CEO and Board on executive succession; designed and implemented targeted executive development programs.
- **Owned all aspects of executive compensation**. Managed relationships with Compensation Committee and consultants; transformed SWN's executive short-term and long-term incentive programs to align with industry changes.
- **Led corporate aviation and real estate projects, including ~\$200MM project** to build and relocate Houston campus and sale.
- **Reduced service cost ~10% across high-spend categories** by driving strategic sourcing strategy and building key partnerships.
- **Decreased overall technology spend by ~\$50MM by redesigning and initiating new technology strategy** to provide cloud-based, flexible and fit-for-purpose solutions in Information and Operational Technology.
- **Positioned as the primary executive for executive compensation, succession, talent management and culture** with Board of Directors. Attended and presented at meetings; developed and conducted new director orientation program.
- **Established and executed initiatives supporting Diversity, Equity and Inclusion (DEI)** including increasing female representation in leadership and Board roles and increasing minority and veteran representation in operations.

BG GROUP (\$45B+ | NYSE: BG)

VICE PRESIDENT, AMERICAS AND GLOBAL LNG (2007 – 2009)

Directed HR strategy and plan for 1,100-employee, \$2B division of BG Group, a world leader in natural gas exploration & production, LNG, marketing, and power generation. Managed global team of 30 in US, Canada, South America, Trinidad, and Australia.

- **Delivered first-ever regional HR strategy to Group Executive Committee for region.**
- **Led HR integration of North and South American regions into one region.**
- **Co-led asset turnaround for region's largest asset (Trinidad & Tobago).** Secured and integrated new leadership and redesigned organizational structure, simultaneously eliminating 15% of roles without any employment or labor charges.
- **Oversaw HR and organization development for newly established Australian asset,** an alliance between BG Group and Queensland Gas Company in Australia.
- **Reduced turnover by redesigning energy marketing and trading incentive program** aligned with corporate goals.
- **Implemented region-wide talent and succession management process** that was later implemented in other divisions.
- **Achieved 99% response rate** employee opinion survey and led region-wide response plan.
- **Completed integration of 3 power plants in the US.**

JPMORGAN CHASE (formerly Bank One | \$29B+ | NYSE: JPM)

VICE PRESIDENT, HUMAN RESOURCES, MIDDLE MARKET BANKING (2004 – 2007)

VICE PRESIDENT, HUMAN RESOURCES, GLOBAL TREASURY SERVICES (2002 – 2004)

VICE PRESIDENT, EXECUTIVE AND CAMPUS RECRUITING (2001 – 2002)

Managed teams of up to 20 with expanding budget and responsibility. Established new executive recruiting function to improve quality and retention of senior and executive teams. Served as a strategic advisor to executive leadership team in building, retaining, and developing a world-class talent pipeline. Integrated new HR initiatives that impacted 2,500 exempt employees, including 360 feedback, development planning, expanding analysis, and succession planning.

- **Led commercial bank HR integration activities of JPMC/B1 acquisition and Bank of New York asset swap.** Ensured 75% of employees were paid within new range in first year after merging compensation systems and creating new tools and ranges.
- **Instituted new talent management and compensation initiatives.** Exited 95% of bottom-rated employees, created new roles for 8 senior leaders, and enabled top performers to increase incentives up to 200% YOY.
- **Positioned as HR lead for joint venture payments company of Bank One** through dissolution of joint venture. Implemented exit strategy and negotiated all special circumstance separation agreements.
- **Redesigned Global Treasury Service product group talent model;** 30% of core product employees were reassigned or exited from organization.
- **Spearheaded HR due diligence for 2 potential corporate acquisitions.**
- **Championed diversity in recruitment and hiring by instituting diversity recruitment programs:**
 - **Achieved 11% diversity hiring** in first year of executive recruitment function.
 - **Built and deployed 9-month development program** that placed 5 minorities in key roles in Global Treasury Services.
- **Created and led executive recruitment function,** including process maps, marketing materials, and business plan and metrics. Hired 50 external hires in first 9 months, including 3% minorities and 25% females.
- **Led HR activities during \$200M expense-reduction initiative,** including reduction of 500+ employees.
- **Served as key member of start-up team for credit card division expansion into Canada;** hired 70+ employees in 2 weeks and completed orientation and training prior to launch.
- **Early roles within JPMC:** AVP, Organizational and Management Development | AVP, Staffing (1997-2001)

ADDITIONAL EXPERIENCE

ARAMARK UNIFORM SERVICES – National Staffing Manager

HILTON HOTELS CORPORATION – Regional Director, Training & Quality, Western Region • Director, HR, San Diego Hilton Beach & Tennis Resort • Asst. Director, HR, Anaheim Hilton & Towers • Director, Training & Development, Palmer House Hilton & Towers

EDUCATION

Master of Science (MS), Psychology/Human Development | University of Texas – Dallas, TX (1989)

Bachelor of Arts (BA), Psychology and Secondary Education | St. Mary's College – Notre Dame, IN (1986)

BOARD EXPERIENCE

CAREPARTNERS • Board Member (2016 – Present)

COMP-U-DOT • Board Member (2011 – 2022) and Chairman of the Board (2018 – 2020)

OSHA BERGMAN WATANABE & BURTON (OBWB) Executive Committee Board Member (2016 – 2021)

SOUTHWESTERN ENERGY • Advisor and Management Liaison to the Board of Directors (2009 – 2020)

Committees: Compensation, Nominating and Governance (CEO and Executive Succession and Development), Audit (Enterprise Risk; Cyber Security)