

John has spent a career driving the people dimension of business strategy, and is the former Senior Vice President and Chief Human Resources Officer at the Capital Group. He led the company's worldwide human resources organization and was responsible for driving its global human capital strategy, and served on the Board of Directors of the Capital Research and Management Company. The Capital Group is one of the world's largest investment management firms and manages over \$2.6 trillion in assets for millions of investors.

Prior to joining Capital Group, John was the Executive Vice President and Chief Human Resources Officer at AECOM. Previously he served as the Vice President of Human Resources for Hewlett-Packard Company. Before that, he was the Senior Vice President and Chief Human Resources Officer at The Walt Disney Company, and at Gateway Computers.

John's 40-year career has included HR leadership responsibility in a broad range of industries and geographies, and business experience in over 150 countries. He has worked in technology, media and entertainment, aerospace, consumer products, and financial services, and has lived and worked throughout the US and internationally, including assignments in Hong Kong and Sydney, Australia.

John is a founding member of the Executive Advisory Board of Silicon Valley based SemperVirens Venture Capital, and also serves as an advisor to several HR technology companies including BetterUp, Brightside, ChartHop, Eightfold.ai, Forage, Hone, Level, Praisidio, Rightway, Project Unicorn, Unsettled, and Worklyfe.

John's outside affiliations include currently serving on the advisory boards for the Graziadio Business School at Pepperdine University, University of Southern California's Marshall School of Business, USC's Center for Effective Organizations, the College of Business and Analytics at Southern Illinois University, and the global non-profit Kiva. John holds a bachelor's degree in administrative sciences from Southern Illinois University.

John is a native of Illinois, has been married 38 years with three adult sons, and lives in Hermosa Beach.

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