

2020 S&P 500 CEO Transitions
 Total Transitions 40
 Q1 23
 Q2 17
 Q3
 Q4

| Q1 2020 PERMANENT TRANSITIONS | | | | | | | | | | | | | | | | | | | | | | |
|-------------------------------|---|--------------------|--------------|----------------------------|----------------|--------------------|--------------------|-------------------------------------|-------------------------|-------------|----------------------------------|-------------------|--|--------------------|----------------------------|-------------------|-----------------------|-----------------------|------------------------------|--------------------|-----------------------|---------------------------|
| S&P 500 | Company | Industry | Region | New CEO | New CEO Gender | New CEO Age (est.) | New CEO Start Date | Name of Interim CEO (if applicable) | Reason for change | Placement | If Internal, Planned Succession? | Prior Public CEO? | Prior Outside Public Board Experience? | Route to the Top | Former CEO | Former CEO Gender | Former CEO Start Date | Former CEO Age (est.) | Outgoing CEO Formerly Chair? | CEO / Chair Split? | Former CEO Now Chair? | If split, Executive Chair |
| 0-100 | Abbott Laboratories | Health Care | Midwest | Robert B Ford | Male | 45 | 3/31/20 | - | Retired/Stepped Down | Internal | Yes | No | No | President/COO | Miles D White | Male | 1/1/99 | 64 | Yes | Yes | Yes | Yes |
| 301-400 | Alliance Data Systems Corporation | TMT | Midwest | Ralph J Andretta | Male | 58 | 2/3/2020 | Charles L Horn | Resigned Under Pressure | External | - | No | No | Division CEO | Melissa A Miller | Female | 6/5/19 | 61 | No | Yes | No | No |
| 301-400 | American Tower Corporation | Financial Services | New England | Thomas (Tom) A Bartlett | Male | 62 | 3/16/2020 | - | Retired/Stepped Down | Internal | No | Yes | Yes | CFO | James (Jim) D Taitlet Jr | Male | 10/10/03 | 60 | Yes | Yes | Yes | Yes |
| 101-200 | The Bank of New York Mellon Corporation | Financial Services | Mid-Atlantic | Thomas (Todd) P Gibbons | Male | 62 | 3/30/2020 | Thomas P (Todd) Gibbons | Retired/Stepped Down | Internal | No | No | Yes | Division CEO | Charles (Charlie) W Scharf | Male | 7/17/17 | 54 | Yes | Yes | No | No |
| 101-200 | Becton Dickinson and Company | Health Care | New England | Thomas (Tom) E Polen | Male | 47 | 1/28/2020 | - | Retired/Stepped Down | Internal | Yes | No | No | President/COO | Vincent A Forlenza | Male | 10/1/11 | 66 | Yes | Yes | Yes | Yes |
| 0-100 | The Boeing Company | Industrial | Midwest | David (Dave) L Calhoun | Male | 62 | 1/13/2020 | Gregory (Greg) D Smith | Resigned Under Pressure | From Board | - | Yes | Yes | Division CEO | Dennis A Mullenburg | Male | 7/1/15 | 56 | Yes | Yes | No | No |
| 101-200 | DuPont de Nemours Inc | Industrial | Mid-Atlantic | Edward (Ed) D Breen | Male | 65 | 2/17/2020 | - | Resigned Under Pressure | Former Exec | - | Yes | Yes | Public Company CEO | Christopher (Marc) M Doyle | Male | 6/1/19 | 51 | No | No | - | - |
| 201-300 | Everest Re Group Ltd | Financial Services | Bermuda | Juan Carlos Andrade | Male | 54 | 1/1/2020 | - | Retired/Stepped Down | External | - | No | No | Division CEO | Dominic (Dom) J Adesso | Male | 1/1/14 | 66 | No | Yes | No | No |
| 301-400 | Fortune Brands Home & Security Inc | Industrial | Midwest | Nicholas (Nick) I Fink | Male | 45 | 1/6/2020 | - | Retired/Stepped Down | Internal | Yes | No | No | President/COO | Christopher J Klein | Male | 1/1/10 | 56 | No | Yes | Yes | Yes |
| 301-400 | Franklin Resources Inc | Financial Services | West | Jennifer (Jenny) M Johnson | Female | 56 | 2/11/2020 | - | Retired/Stepped Down | Internal | Yes | No | Yes | President/COO | Gregory (Greg) E Johnson | Male | 1/1/04 | 58 | Yes | Yes | Yes | Yes |
| 101-200 | The Gap Inc | Consumer | West | Sonia Syngal | Female | 50 | 3/23/2020 | Robert (Bob) J Fisher | Resigned Under Pressure | Internal | No | No | No | Division CEO | Arthur (Art) L Peck | Male | 2/1/2015 | 65 | No | Yes | No | Yes |
| 101-200 | HollyFrontier Corporation | Industrial | Southwest | Michael (Mike) C Jennings | Male | 54 | 1/1/2020 | - | Retired/Stepped Down | Former Exec | - | Yes | Yes | Public Company CEO | George J Damiris | Male | 1/1/16 | 60 | No | Yes | No | No |
| 0-100 | Marathon Petroleum Corporation | Industrial | Midwest | Michael (Mike) J Hennigan | Male | 60 | 3/18/2020 | - | Retired/Stepped Down | Internal | No | Yes | Yes | Division CEO | Gary R Heminger | Male | 6/30/11 | 67 | Yes | Yes | No | No |
| 0-100 | NIKE Inc | Consumer | Northwest | John J Donahoe II | Male | 59 | 1/13/2020 | - | Retired/Stepped Down | From Board | - | Yes | Yes | Public Company CEO | Mark G Parler | Male | 1/20/06 | 64 | Yes | Yes | Yes | Yes |
| 101-200 | Nucor Corporation | Industrial | Southeast | Leon J Topalian | Male | 52 | 1/1/2020 | - | Retired/Stepped Down | Internal | Yes | No | No | Division CEO | John J Ferriola | Male | 1/1/13 | 68 | Yes | Yes | No | No |
| 401-500 | Regency Centers Corporation | Financial Services | Southeast | Lisa Palmer | Female | 53 | 1/1/2020 | - | Retired/Stepped Down | Internal | Yes | No | No | CFO | Martin (Hap) E Stein Jr | Male | 10/1/93 | 68 | Yes | Yes | Yes | Yes |
| 0-100 | Sysco Corporation | Consumer | Southwest | Kevin Hourican | Male | 47 | 2/1/2020 | - | Resigned Under Pressure | External | - | No | No | Division CEO | Thomas (Tom) L Bené | Male | 1/1/18 | 58 | Yes | Yes | No | Yes |
| 201-300 | Tractor Supply Company | Consumer | Southeast | Harry (Hal) A Lawton III | Male | 46 | 1/13/2020 | - | Retired/Stepped Down | External | - | No | Yes | President | Gregory (Greg) A Sandfort | Male | 1/1/13 | 65 | No | Yes | No | No |
| 301-400 | Under Armour Inc | Consumer | Mid-Atlantic | Patrick Frisk | Male | 56 | 1/1/2020 | - | Retired/Stepped Down | Internal | Yes | No | No | President/COO | Kevin A Plank | Male | 9/25/96 | 48 | Yes | Yes | Yes | Yes |
| 0-100 | The Walt Disney Company | Consumer | West | Robert (Bob) A Chapek | Male | 60 | 2/25/2020 | - | Retired/Stepped Down | Internal | Yes | No | No | Division CEO | Robert (Bob) A Iger | Male | 10/1/05 | 69 | Yes | Yes | Yes | Yes |
| 101-200 | Western Digital Corporation | TMT | West | David V Goekleler | Male | 58 | 3/9/2020 | - | Retired/Stepped Down | External | - | No | No | Division GM | Stephen (Steve) D Milligan | Male | 1/2/13 | 57 | No | Yes | No | No |
| 301-400 | Yum! Brands Inc | Consumer | Southeast | David W Gibbs | Male | 55 | 1/1/2020 | - | Retired/Stepped Down | Internal | Yes | No | Yes | President/COO | Greg Creed | Male | 1/1/15 | 62 | No | Yes | No | No |
| 301-400 | Zoetis Inc | Health Care | Mid-Atlantic | Kristin C Peck | Female | 48 | 1/1/2020 | - | Retired/Stepped Down | Internal | Yes | No | Yes | Division CEO | Juan Ramón Alaix | Male | 7/25/12 | 69 | No | Yes | No | No |

| INTERIM (NOT FACTORED IN COUNT) | | | | | | | | | | | | | | | | | | | | | | |
|---------------------------------|---------------------------|------------|--------------|--|------|----|-----------|--------------------------------|-------------------------|------------|----|-----|-----|--------------------|---------------------------|------|---------|----|-----|-----|----|-----|
| 101-200 | Altria Group Inc | Consumer | Mid-Atlantic | William (Billy) F Gifford Jr (INTERIM) | Male | 50 | 3/19/2020 | William (Billy) F Gifford Jr | Health | Internal | No | No | Yes | CFO | Howard A Willard III | Male | 5/17/18 | 56 | Yes | Yes | No | No |
| 201-300 | CenterPoint Energy Inc | Industrial | Southwest | John W Somerhalder II (INTERIM) | Male | 65 | 2/19/2020 | John W Somerhalder II | Resigned Under Pressure | From Board | - | Yes | Yes | Public Company CEO | Scott M Prochazka | Male | 1/1/14 | 55 | No | Yes | No | Yes |
| 301-400 | Harley-Davidson Inc | Industrial | Midwest | Jochen Zeitz (INTERIM) | Male | 57 | 2/28/2020 | Jochen Zeitz | Resigned Under Pressure | From Board | - | Yes | Yes | Division CEO | Matthew (Matt) S Levatich | Male | 5/1/15 | 55 | No | No | - | - |
| 201-300 | MGM Resorts International | Consumer | West | William (Bill) J Hornbuckle IV (INTERIM) | Male | 62 | 3/22/2020 | William (Bill) J Hornbuckle IV | Retired/Stepped Down | Internal | No | No | No | President/COO | James (Jim) J Murren | Male | 12/1/08 | 58 | Yes | Yes | No | No |

SPECIAL SITUATIONS (NOT FACTORED IN COUNT)
 *Nordstrom announced it will transition from its co-President structure to a sole Chief Executive Officer, with Erik Nordstrom to serve in this role. Pete Nordstrom has been named as the Company's President of Nordstrom Inc. and Chief Brand Officer. The new titles reflect their current and ongoing responsibilities. Both executives will remain on the Company's Board.
 *Salesforce announced that Keith Block has stepped down as co-CEO of Salesforce and Marc Benioff is Chair and CEO of the company. Block is remaining as Advisor to the CEO.

| COMPANY CHANGES TO S&P 500 INDEX | | |
|----------------------------------|-----------------------|----------------|
| Additions: | Paycom Software | Gardner Denver |
| Deletions: | WellCare Health Plans | Cimarex Energy |

Q2 2020

PERMANENT TRANSITIONS

| S&P 500 | Company | Industry | Region | New CEO | New CEO Gender | New CEO Age (est.) | New CEO Start Date | Name of Interim CEO (if applicable) | Reason for change | Placement | If Internal Planned Succession? | Prior Public CEO? | Prior Outside Public Board Experience? | Route to the Top | Former CEO | Former CEO Gender | Former CEO Start Date | Former CEO Age (est.) | Outgoing CEO Formerly Chair? | CEO / Chair Split? | Former CEO Now Chair? | If split, Executive Chair |
|---------|---|--------------------|--------------|------------------------------|----------------|--------------------|--------------------|-------------------------------------|-------------------------|------------------|---------------------------------|-------------------|--|-----------------------|----------------------------|-------------------|-----------------------|-----------------------|------------------------------|--------------------|-----------------------|---------------------------|
| 401-500 | Albermarle Corporation | Industrial | Southeast | Jerry (Kort) K Masters | Male | 59 | 4/20/20 | - | Health | From Board | - | Yes | Yes | Advisory | Luther (Lue) C KISSAM IV | Male | 9/1/11 | 55 | Yes | No | - | - |
| 101-200 | Altria Group Inc | Consumer | Mid-Atlantic | William (Billy) F Gifford Jr | Male | 50 | 4/16/2020 | - | Health | Internal | No | No | Yes | CFO | Howard A Willard III | Male | 5/17/18 | 56 | Yes | Yes | No | No |
| 401-500 | American Water Works Company Inc | Industrial | Mid-Atlantic | Walter J Lynch | Male | 58 | 4/1/2020 | - | Retired/Stepped Down | Internal | Yes | No | No | COO | Susan N Story | Female | 5/9/14 | 61 | No | Yes | No | No |
| 201-300 | Coty Inc | Consumer | Mid-Atlantic | Peter G Harf | Male | 73 | 5/31/2020 | - | Resigned Under Pressure | Former Executive | No | No | Yes | Advisory | Pierre Laubies | Male | 11/11/18 | 64 | No | No | - | - |
| 201-300 | eBay Inc | TMT | West | Jamie Iannone | Male | 48 | 4/27/2020 | Scott F Schenkel | Resigned Under Pressure | External | - | No | Yes | Division CEO | Dewin N Weing | Male | 7/17/15 | 53 | No | Yes | No | No |
| 201-300 | Expedia Group Inc | TMT | Northwest | Peter M Kern | Male | 52 | 4/23/2020 | - | Resigned Under Pressure | From Board | - | Yes | Yes | Public Company CEO | Mark D Okerstrom | Male | 8/31/17 | 47 | No | No | - | - |
| 301-400 | FMC Corporation | Industrial | Mid-Atlantic | Mark A Douglas | Male | 58 | 6/1/2020 | - | Retired/Stepped Down | Internal | Yes | No | Yes | President/COO | Pierre R Brondeau | Male | 1/1/10 | 63 | Yes | Yes | Yes | Yes |
| 0-100 | International Business Machines Corporation | TMT | Mid-Atlantic | Arvind Krishna | Male | 57 | 4/6/2020 | - | Retired/Stepped Down | Internal | Yes | No | No | SVP | Virginia (Ginni) M Rometty | Female | 1/1/12 | 62 | Yes | Yes | Yes | Yes |
| 301-400 | KeyCorp | Financial Services | Midwest | Christopher (Chris) M Gorman | Male | 60 | 5/1/2020 | - | Retired/Stepped Down | Internal | Yes | No | No | President/COO | Beth E Mooney | Female | 5/1/11 | 66 | Yes | No | - | - |
| 201-300 | L Brands Inc | Consumer | Midwest | Andrew M Meslow | Male | 50 | 5/14/2020 | - | Resigned Under Pressure | Internal | No | No | No | Division COO | Leslie Wenner | Male | 8/10/63 | 82 | Yes | Yes | No | No |
| 0-100 | Lockheed Martin Corporation | Industrial | Mid-Atlantic | James (Jim) D Taiclet Jr | Male | 60 | 6/15/2020 | - | Retired/Stepped Down | From Board | - | Yes | Yes | Public Company CEO | Marilyn A Hewson | Female | 1/1/13 | 66 | Yes | Yes | Yes | Yes |
| 0-100 | Medtronic plc | Health Care | Dublin | Geoffrey (Geoff) S Martha | Male | 50 | 4/27/2020 | - | Retired/Stepped Down | Internal | Yes | No | No | Division CEO | Omar S Istrak | Male | 6/13/11 | 64 | Yes | Yes | Yes | Yes |
| 201-300 | PPL Corporation | Industrial | Mid-Atlantic | Vincent (Vince) Sorgi | Male | 49 | 6/1/2020 | - | Retired/Stepped Down | Internal | Yes | No | No | President/COO | William (Bill) H Spence | Male | 11/17/11 | 64 | Yes | Yes | Yes | No |
| 0-100 | T-Mobile US Inc | TMT | Northwest | G (Mike) Michael Sievert | Male | 51 | 5/1/2020 | - | Retired/Stepped Down | Internal | Yes | No | Yes | President/COO | John J Legere | Male | 9/22/12 | 61 | No | Yes | No | No |
| 0-100 | United Airlines Holdings Inc | Industrial | Midwest | J Scott Kirby | Male | 53 | 5/20/2020 | - | Retired/Stepped Down | Internal | Yes | No | Yes | President | Oscar Munoz | Male | 9/8/15 | 61 | No | Yes | Yes | Yes |
| 0-100 | United Parcel Service Inc | Industrial | Southeast | Carol B Tomé | Female | 61 | 6/1/2020 | - | Retired/Stepped Down | From Board | - | No | Yes | CFO | David P Abney | Male | 6/1/14 | 64 | Yes | Yes | Yes | Yes |
| 301-400 | Vertex Pharmaceuticals Incorporated | Health Care | New England | Reshma Kewalramani | Female | 48 | 4/1/2020 | - | Retired/Stepped Down | Internal | Yes | No | No | Chief Medical Officer | Jeffrey (Jeff) M Leiden | Male | 2/1/12 | 64 | Yes | Yes | Yes | Yes |

INTERIM (NOT FACTORED IN COUNT)

SPECIAL SITUATIONS (NOT FACTORED IN COUNT)

*In a merger of equals, Raytheon Company and United Technologies announce new company Raytheon Technologies, now led by former United Technologies CEO Greg Hayes. Raytheon Company's former CEO Tom Kennedy is now the Executive Chairman of Raytheon Technologies.
 *Howmet Aerospace Inc announced the creation of a Co-CEO structure with Tolga Oal joining the company April 1, 2020 alongside formerly standalone CEO John Plant. The new leadership structure was implemented after the successful spinoff of Arconic Corporation from Howmet.

COMPANY CHANGES TO S&P 500 INDEX

| | | | | | | | | |
|-------------------|----------------|----------------|------------------------------|----------|----------------|--------------------|----------------------|-----------------------|
| Additions: | Otis Worldwide | Carrier Global | West Pharmaceutical Services | Dexcom | Domino's Pizza | Tyler Technologies | Bio-Rad Laboratories | Teledyne Technologies |
| Deletions: | Raytheon | Macy's | Helmerich & Payne | Allergan | Capri Holdings | Harley-Davidson | Nordstrom | Alliance Data Systems |

