



# The New CSO List

February 2013

Weinreb Group is pleased to publish our updated list of Chief Sustainability Officers (CSO). The original list was produced along with our report [CSO Back Story](#) in the summer of 2011.

We are delighted to announce that the sustainability chiefs' peers are growing with a 30% increase since 2011. Back then we had 27 CSOs. Today we have 35. In CSO Back Story, we found that on average, the CSOs had four direct reports and had been at their company an average of 16 years before they received the chief title. These CSOs are masters at influencing without authority and identifying internal business opportunities by having a unique lens and perspective on externalities and external motivators.

Our methodology focused on publicly traded companies in the U.S. where the senior most executive in charge of sustainability has the title of "Chief Sustainability Officer". There are, of course, many other heads of sustainability making enormous impact both inside and outside their companies, who go by other titles. There are also individuals who go by the CSO title employed by subsidiaries, cities, non US public companies and non-public U.S. entities.

What's in a title? On one hand, titles mean everything. On the other hand, impact means everything. Our research is aimed at identifying simply which companies are using this title to elevate sustainability within their ranks.

For assistance with hiring CSOs or building out a sustainability team, call 510-859-7887 or email [inquiry@weinrebgroup.com](mailto:inquiry@weinrebgroup.com)

COMPANY	CSO
AECOM	Gary Lawrence
Albemarle Corporation	David Clary
Alcoa	Kevin Anton
APS (Pinnacle West)	Ann Becker**
AT&T	Charlene Lake
CA	Cynthia Curtis
Coca-Cola	Bea Perez
Cognizant	Mark Greenlaw
Covanta Energy	Paul Gilman
Dow	Dave Kepler
Duke Energy	Shawn Heath**
DuPont	Linda Fisher
Eastman	Godefroy Motte*
EMC	Kathrin Winkler
Exelon	Chris Gould*
General Mills	Jerry Lynch
Georgia-Pacific	Bill Frerking***
Greif	Scott Griffin*
Kellogg	Diane Holdorf
Life Technologies	Cristina Amorim*
Marsh & McLennan	Elizabeth Barry*
MGM	Cindy Ortega*
Mohawk Industries	Bill Kilbride
Oracle	Jon Chorley*
Owens Corning	Frank O'Brien-Bernini
PG&E	Ezra Garrett**
ProLogis	Jack Rizzo
RR Donnelley	Mike Manzella*
SAP	Peter Graf
Smithfield Foods Inc.	Dennis Treacy
UPS	Scott Wicker
Verizon	James Gowen
West Marine	Laurie Fried
YRC Worldwide	Mike Kelley
YUM Brands	Roger McClendon

**Notes:**

\* Indicates the CSO is new to the list; received their title since the summer of 2011.

\*\* This CSO is replacing a previously named CSO. In our first list, Diane Holdorf had recently replaced her predecessor. This updated list indicates three more second-in-line CSOs.

\*\*\* We chose to include Georgia Pacific to our list given the size of the company. They are not currently publicly traded but had been previously.

Upon further research of our 2011 list we identified two CSOs of subsidiaries: John Gardner from Novelis and Edwin Pinero from Veolia Water. They are not included in this 2013 list because their employer is not the parent company.