

Beverly Lucas Propst



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Board Member
Graybar Electric Company,
Inc.
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Board Member Profile

Beverly Propst is a results-oriented board member, senior executive and attorney with more than two decades of experience in labor, employment, and compliance matters. She provides insights to help organizations achieve their vision, strategy, and profitable growth through people and organizational change. Her collaborative, forward-thinking and trusted style make her a valued partner to fellow board members and colleagues. Her expertise in operations, legal and human capital give her insight on various issues and different company cultures.

Boards of Directors

- **Graybar Electric Company, Inc.** (\$11B, employee-owned) Ms. Propst has been a board member since 2009. She served on the audit committee from 2009-2018 and chaired the compensation committee from 2009-2024.
- **Waldom Electronics** (\$160M, family-owned) Ms. Propst has been on the advisory board of Waldom, a global master wholesaler of electronic and electrical components in Rockford IL since 2023.
- **Metal Exchange Inc.** (\$1B, family-owned) Ms. Propst joined the board in 2023 and was appointed compensation committee chair in 2024 of this global family of companies focused on aluminum manufacturing, processing, trading, distribution, and transportation.
- **MTM, Inc.** (\$1B, family-owned) Ms. Propst served on the advisory board this medical transportation company and the largest woman-owned company in St. Louis from 2018-2022.

Areas of Expertise

Audit and Compliance
Board Governance
Change Management
Communications
Compensation

Employee Relations
Employment Law
Executive Leadership
Legal/Litigation
Onboarding

Performance Management
Strategy
Succession Planning
Talent Acquisition
Talent Management

Professional Experience

Since 2008, Ms. Propst has been CHRO for an \$11B employee-owned wholesale distributor with over 9,400 employees. She articulates and implements the strategic people plan and oversees the HR function and 77 team members. Reporting to the CEO, Ms. Propst ensures that talent has skills and capabilities to develop and execute the growth strategy. Her influence on the corporation is seen in the National honors awarded: 150 Top Workplaces and *Newsweek's* 100 Most Loved Employers. Prior to taking on an executive role in 2008, she served as counsel for Graybar's legal department and at two St. Louis area law firms.

Selected Board Contributions

- Board and CEO succession planning
- Board and CEO evaluations
- Compliance and governance
- Labor market and talent acquisition
- DEI and culture change
- HRIS, AI, Agile HR and HR automation
- Workforce of the future/reskilling
- Branding and national workplace recognition
- Benefits and compensation
- Engagement and culture surveys

Education

Ms. Propst earned her J.D, magna cum laude, from University of Illinois College of Law. She also holds a Bachelor of Arts in Sociology from Albion College (Phi Beta Kappa). She has continued her executive education, earning certificates in board development and senior leadership from Kellogg School of Management, Effective Boards and Compensation Committees from Harvard Business School and Supply Chain Management from Rutgers University.

Community

Ms. Propst currently sits on three Non-Profit Boards of Directors: Humane Society of Missouri, Midwest Health Initiative, and as a liaison for CEOs Against Cancer (American Cancer Society). She was named a 2015 Most Influential Businesswoman Awardee and a 2024 Mentoring Monday Mentor by the St. Louis Business Journal.