

SUMMARY OF BOARD ASSETS

Board Profile

VONDA HUSS



Enterprise Leadership | Financial Services

Strategic Leadership

Human Capital Management

Sustainability/ESG/DEI

Banking and Insurance

Post-Merger Integration

EXECUTIVE BIO

Vonda Huss is an experienced C-Suite financial services executive with over 30 years of experience leading global and domestic companies through significant change, and building human capital strategies that drive strong performance. Vonda excels at creating, transforming, and integrating cultures that increase employee and stakeholder engagement to enhance growth.

As a strategic advisor to CEOs, C-suite executives and boards of directors for several publicly traded Fortune 500 companies, she is a recognized leader with a proven track record of aligning organizations' strategic goals, financial targets, and human capital priorities to drive positive outcomes for the organization and its employees, customers, and shareholders. Throughout her career, Vonda has led organizations through more than 25 mergers, acquisitions, divestitures and/or spin-offs.

Vonda is currently Chief Human Resources Officer and Head of Corporate Communications, Community Relations, Government Relations, Sustainability, Diversity, Equity & Inclusion (DEI), and Real Estate at Brighthouse Financial (NASDAQ:BHF), a life insurance and annuity company that spun off from MetLife in 2017. In this role, Vonda is a trusted advisor to the CEO and partners closely with him and members of his executive leadership team to design and deliver effective human resources strategies that drive employee performance and engagement to support the company's focused strategy. In addition to human resources, her organization is responsible for maintaining and enhancing the company's reputation, working with the appropriate legislative and regulatory bodies to drive strong outcomes for the company, enhancing the company's sustainability programs and reporting capabilities, engaging with shareholders on human capital and executive compensation issues, and managing the company's real estate portfolio. She led the company's post-pandemic workplace strategy, which is designed to maximize real estate usage while driving productivity, company performance, and employee engagement, leading to significant increases in Employee Net Promotor Scores over time.

She also partners closely with the Chair of the Compensation and Human Capital Committee of the Brighthouse Financial board of directors to enact strong human capital programs – including talent development and management, succession planning, DEI programs, and compensation strategies – that generate shareholder return.

Previously, as Co-head of Human Resources at Wells Fargo, she led a team of over 2,000 people supporting 270,000 employees in 40 countries. As a lead advisor to the CEO, she sat on the company's management committee, worked closely with the Human Resources Committee of the board, led a cost reduction effort to reduce expenses by 20% (\$120mm savings) and provided talent strategies to grow Wealth Management division by 32% over 5 years through Next Generation Talent.

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As a passionate community advocate, Vonda has a strong track record of service on non-profit boards. She has served on numerous non-profit boards since 2006 and is currently an active board member of the YMCA of Greater Charlotte, serving as the Executive Compensation Chair and a member of the Executive Committee. She also served on the search committee for the YMCA's new CEO. She sits on the Novant Health Foundation board and serves on the Nominating and Governance Committee. And she is the Vice chair and co-creator of The Brighthouse Scholars Foundation. She resides in Charlotte, NC.

PROFESSIONAL CAREER CHRONOLOGY

Brighthouse Financial, Charlotte, NC

2017 – Present

CHRO and Head of Corporate Communications, Community Relations, Government Relations, Sustainability, and Real Estate

Wells Fargo, Charlotte, NC

1988– 2017

Head of Human Resources

Progressive roles including management of branch network, corporate learning and development and human resources management, with final role as Co-Head of Human Resources

EDUCATION & CERTIFICATIONS

- **Stanford University Law School**, Rock Center for Corporate Governance – Directors College Certification, 2021
- **The University of North Carolina – Charlotte**, Organizational Development Certification, 1997
- **Pfeiffer University**, MBA, 1988
- **Appalachian State University**, Bachelor's Degree in Business Administration, 1987

AFFILIATIONS

- National Association of Corporate Directors (NACD)
- Women Executives (WE)
- International Women's Forum (IWF)

AWARDS / RECOGNITION

- Charlotte Strategic Human Resources Leadership Award-The Employers Association / Charlotte Business Journal, 2012
- Top 100 Companies for Hybrid Jobs, FlexJobs, 2022
- Healthiest Employers of Greater Charlotte, Charlotte Business Journal, 2019-2022