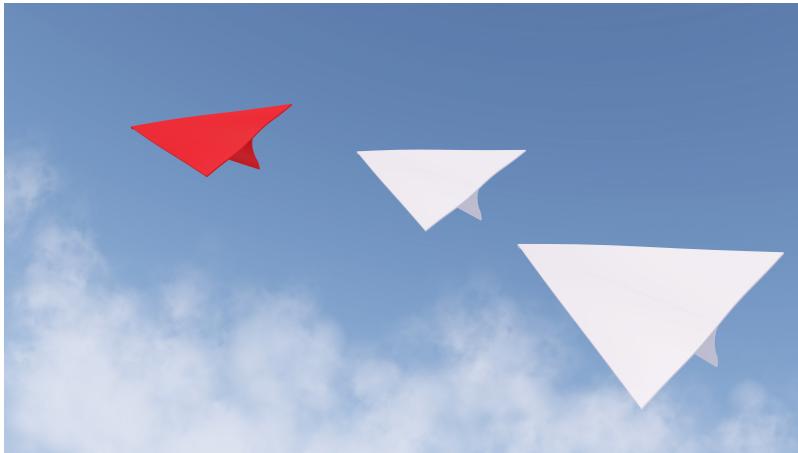


The Youngest CEOs in the S&P 500



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Who Are the Young CEOs?

9% of S&P 500 CEOs in 2018 Were 50 and Younger – Young CEOs are rare in the S&P 500. 45 of the 500 CEOs in 2018 were 50 and younger.

4 of the 45 Young CEOs are Women – Though they were not the youngest of the group, there were four female CEOs in the S&P 500 who were women:

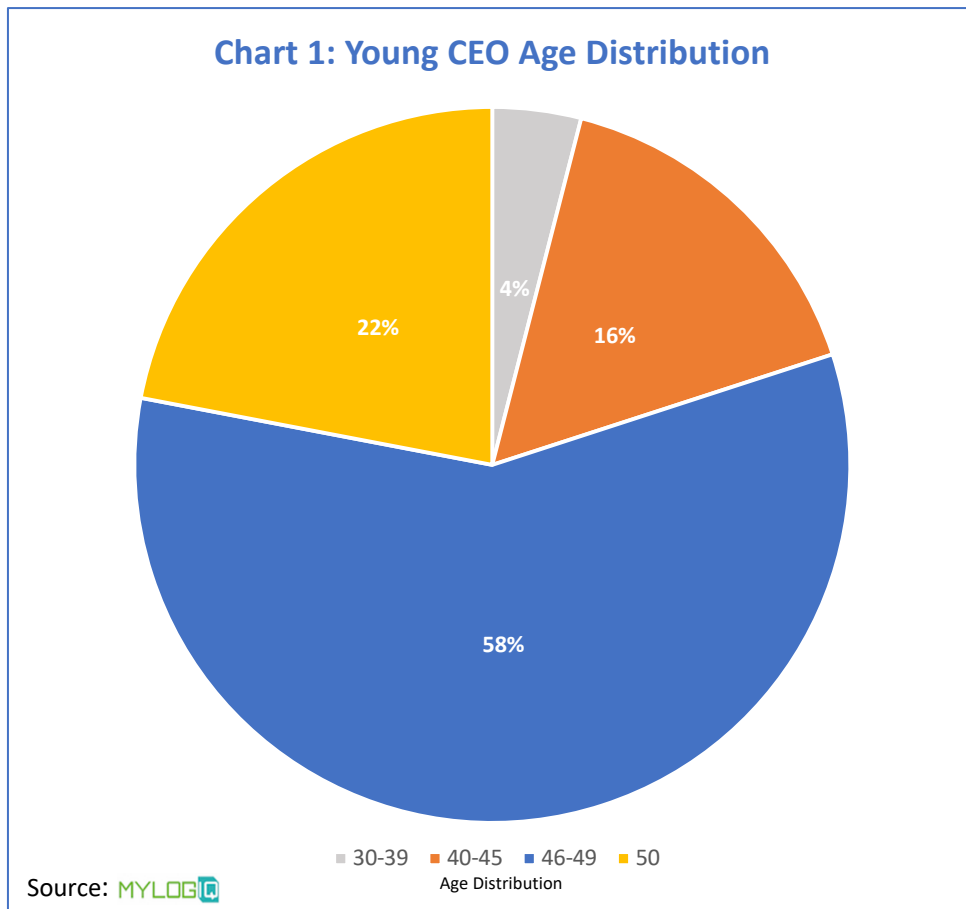
- Heather Bresch at Mylan N.V. (NASDAQ: MYL)
- Adena Freidman at NASDAQ, Inc. (NASDAQ: NDAQ)
- Patricia Poppe at CMS Energy Corp (NYSE: CMS)
- Lisa Su at Advanced Micro Devices Inc. (NASDAQ: AMD)

2 are Under 40 – At ages 34 and 38, respectively, Mark Zuckerberg at Facebook (NASDAQ: FB) and Conor Flynn at Kimco Realty (NYSE: KIM) were the youngest CEOs in the S&P 500.

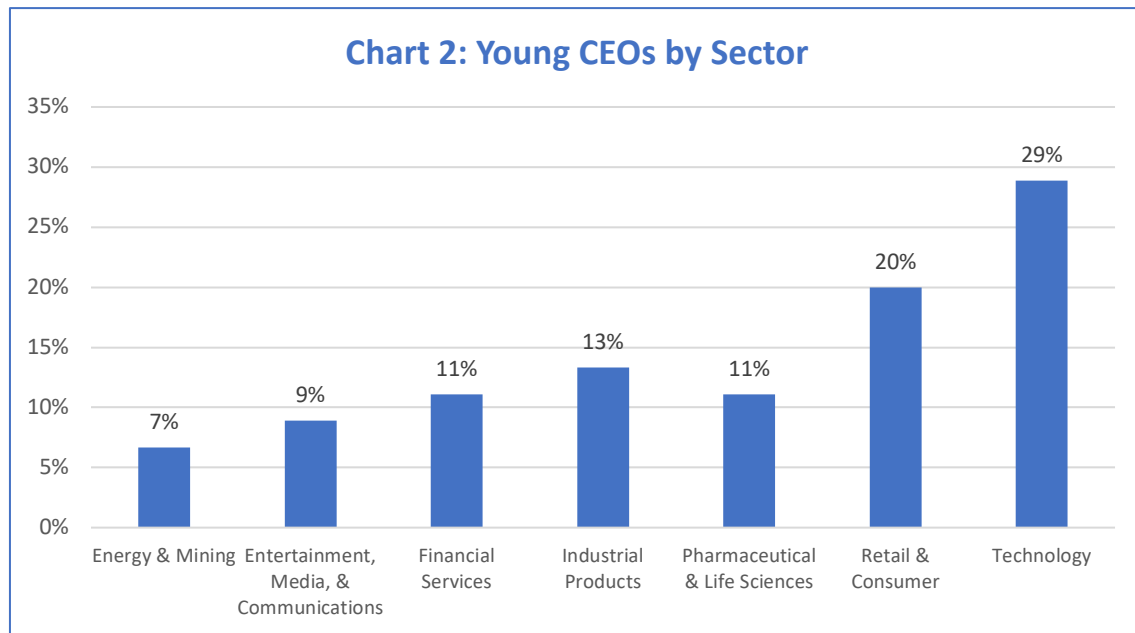
10 Are Age 50 – Ten of the 45 young CEOs were 50:

- Terrence Curtin at TE Connectivity Ltd. (NYSE: TEL)
- Francisco D'Souza at Cognizant Technology Solutions Corp (NASDAQ: CTSH)
- David Henshall at Citrix Systems Inc (NASDAQ: CTXS)
- Jeffrey Jones II at H&R Block Inc (NYSE: HRB)
- Richard McKenney at Unum Group (NYSE: UNM)
- Steven Mollenkopf at Qualcomm Inc (NASDAQ: QCOM)
- William Nash at Carmax Inc (NYSE: KMX)
- Antonio Neri at Hewlett Packard Enterprise Co (NYSE: HPE)
- Patricia Poppe at CMS Energy Corp (NYSE: CMS)
- James Whitehurst at Red Hat Inc. (NYSE: RHT)

29 Are Between 46 and 49 – Nearly 60% of the young CEOs were between the ages of 46 and 49, ten of whom were 49. Chart 1 on page 3 has the details.



Technology Has the Most Young CEOs – Not surprisingly, the technology sector had the most young CEOs by a significant amount. Chart 2 on page 4 provides the breakdown.



Young CEO Founders Not as Prevalent as Some Might Have Expected – Five of the 45 young CEOs were founders. Perhaps not as many as some may have expected. Three of the five were technology founders:

- Jack Dorsey at Twitter (NYSE: TWTR)
- Larry Page at Alphabet/Google (NASDAQ: GOOGL)
- Mark Zuckerberg at Facebook (NASDAQ: FB).

The other two were:

- Francisco D’Souza at Cognizant Technology Solutions (NASDAQ: CTSH)
- Kevin Plank at Under Armour (NYSE: UAA)

In the Family – Two of the young CEOs were members of the company’s founding families:

- Mark Smucker at J M Smucker Co (NYSE: SJM)
- James Murdoch at Twenty-First Century Fox, Inc. (NASDAQ: FOXA)

Tenure of Young CEOs Reaches 15 Years – The longest serving young CEOs had up to 15 years of experience. They were:

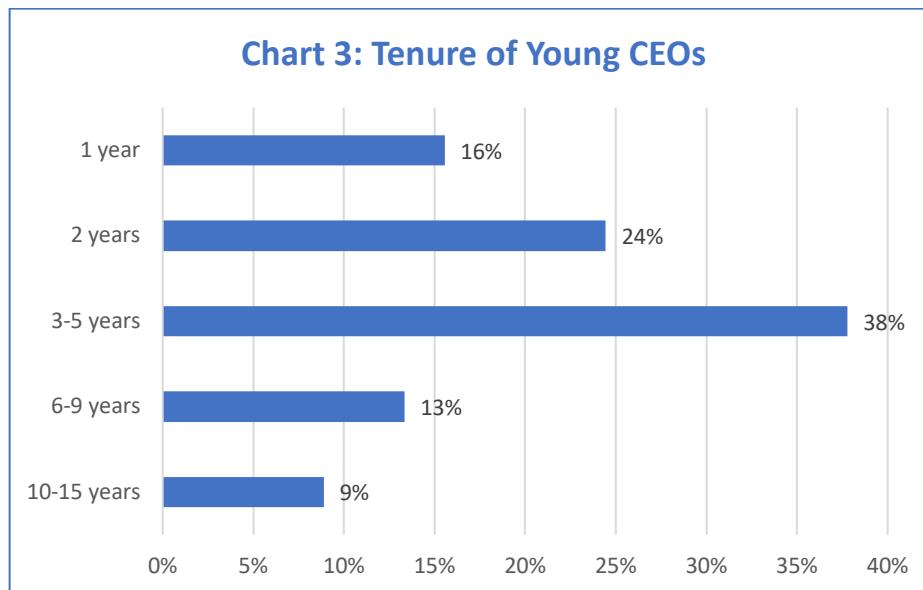
- Kevin Plank at Under Armour, Inc. (NYSE: UAA) who was 46 and served as CEO for 15 years.
- Francisco D’Souza at Cognization Technology Solutions (NASDAQ: CTSH) who was 50 and had been the CEO for 12 years.
- James Whitehurst at Red Hat Inc (NYSE: RHT) who was 50 and served as CEO for 11 years.

- Richard Norwitt at Amphenol Corp (NYSE: APH) who was 49 and had been CEO for 10 years.

More Than Three-Quarters of the Young CEOs Have 5 Years or Less Experience –

Seventeen of the 45 young CEOs had been on the job three to five years, followed by 11 who had two years of experience.

Chart 3 on page 5 has the details.



Methodology:

Using our CompanyIQ™ platform, MyLogIQ reviewed the 2019 SEC filings of S&P 500 companies for the 2018 fiscal year with the SEC through May 25, 2019.

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Disclosures:

- 1) Risk Factors and Leading Concerns
- 2) How Efficient Are Company Disclosures in Their Ks and Qs, and What Has the Season Taught Us?
- 3) Benchmarking Financial Footnotes in Annual and Quarterly Filings
- 4) Changes in MD&A Discussion
- 5) Non-GAAP Disclosures and Compliance
- 6) What Has Been the SEC's Focus on Comments?
- 7) ASC 842 Lease Commitments, Early Adopters Trend

Corporate Governance:

- 1) Director Gender and Diversity
- 2) Are You an Independent Board Member If You Serve More Than 10-15 Years?
- 3) How Much Does a Board of Director Earn Per Meeting?
- 4) Analysis of Shareholder Proposals and Leading Trends
- 5) Risk Oversight and Cyber-Security and Company Boards - Who Is Responsible?

Executive Compensation:

- 1) CEO Pay Ratio - S&P 500 and Russell 3000 - How Long Does a CEO Work to Earn a Median Employee's Annual Pay?
- 2) What Is the CFO Pay-Ratio and How Does It Compare with the CEO Pay-Ratio?
- 3) Pay Elements of CEO and CFO Compensation Across Large Cap, Mid-Cap and Small-Cap Companies

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