

William MacGowan

Executive Vice President, Human Resources

Newmont Mining

Greenwood Village, CO

Bill MacGowan serves as Executive Vice President, Human Resources after having been elected Executive Vice President, Human Resources and Communications in 2010. During his tenure with Newmont, Mr. MacGowan led implementation of a new, company-wide operating model that allowed the business to maintain production volumes and improve safety performance while considerably lowering costs. He also led development, integration and adoption of Newmont's purpose and values which helped drive employee engagement scores well above norms in the natural resources sector. Prior to joining Newmont, Mr. MacGowan served as Chief Human Resources Officer and Executive Vice President, People and Places, for Sun Microsystems, where he oversaw a staff of 750, an annual operating budget of \$600 million and the company's \$1.2 billion real estate portfolio. With more than 30 years of human resources experience, Mr. MacGowan has a history of aligning people strategies with business results and creating a diverse, engaging and collaborative culture. In 2007, he received the Diversity Best Practices Legacy Award for lifetime achievements on behalf of women, minorities and people of color in the workplace. Mr. MacGowan earned his Bachelor of Arts degree in Political Science from Claremont McKenna College.