

## Edward F. Whalen

*Chief Human Resources Officer  
Putnam Investments*

### Responsibilities at Putnam

Mr. Whalen is Chief Human Resources Officer for Putnam Investments and a member of Putnam's Operating Committee. He is responsible for the firm's Human Resources, General Services, and Conference Planning and Travel functions. Mr. Whalen oversees the strategy and implementation of Putnam's corporate-wide human resources programs and services, including compensation, benefits, employee relations, talent, organizational development, diversity and inclusion initiatives, immigration, and mobility services. He has been in the investment industry since he joined Putnam in 1990 and has over 30 years of management experience.

Previously at Putnam, Mr. Whalen served in a number of roles of increasing responsibility, including Head of Human Resources, Director of Executive Placement, Director of Employee Relations, and Director of Compensation and Benefits.

Mr. Whalen is a board member of the Putnam Fiduciary Trust Company and is a member of the Putnam Internal Equity Incentive Plan Committee, the Enterprise Risk Committee, and the Code of Ethics Oversight Committee. He chairs the Putnam Benefits Oversight Committee and is a member of the Putnam Benefits Investment Committee, the Putnam Benefits Administration Committee, and the Putnam Diversity Advisory Council. In addition, Mr. Whalen is a member of the Board of Directors and the past Chairman of the Board of the Hockomock Area YMCA.

### Experience

Lockheed Martin  
*Senior Human Resources Business Partner, 1986–1990*

Simplex Time Recorder Company  
*Compensation Consultant, 1984–1986*

### Education

Southern New Hampshire University, M.B.A.  
State University of New York, Oswego, B.S., Business Administration