



Joan Elizabeth Steel

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Experienced director and senior executive with in-depth knowledge of capital markets, investor relations and global branding expertise with public and private companies in a multi-dimensional career that spans more than 30 years. She has a strong track record of private company and nonprofit board leadership on audit, finance, risk management, governance and investment committees.

Expertise

- Finance /Capital Markets
- Asset Management/Investment Advisory
- Investor Relations
- Global Branding

Ms. Steel was an independent director of the Hershey Trust Company (Trust) from 2012-2016 and a member of its Audit/Risk Management and Investment Committees. This \$13 billion private company owns controlling interest in The Hershey Company (NYSE: HSY) and other investment assets including \$4.5 billion in actively managed portfolios and commercial real estate. The Trust's complex governance structure includes fiduciary responsibility to fund in perpetuity the Milton Hershey School, a residential school serving 2,000 at-risk K-12 children. She also served as a director on the for-profit Trust board and on the Milton Hershey School (non-profit) board. Her investment and risk management skills contributed to the sound management of Trust assets.

Ms. Steel founded Alpha Wealth Advisors, an independent financial consulting firm, in 2009 to provide objective investment advice and customized financial solutions to high net worth clients and private foundations. Prior to 2009, Ms. Steel was a senior vice president in Private Client Services at The Capital Group, a global asset manager where she originated and managed ultra-high-net-worth client relationships. Her knowledge of investing in the emerging markets made her a popular speaker at global investor conferences.

Ms. Steel, a member of the executive management team, created the narrative for Aon (NYSE: AON) as it transformed from a U.S retail insurance underwriter to a leading global commercial brokerage and human resources consulting company. She founded and led financial relations (investor and media relations) and launched Aon's first-ever global brand. Under her leadership, marketing for all operating units worldwide were integrated and a single unified global brand was created. She was Aon's spokesperson to Wall Street and media worldwide.

Before Aon, Ms. Steel was a senior executive involved in all aspects of operating her family's privately held water treatment chemical manufacturer and distributor focused on finance, risk management and strategic planning. She began her career as an institutional fixed income broker on Wall Street with Salomon Brothers and then went on to co-found and head E.F. Hutton's global money market group at the CBOT.

Ms. Steel is a trustee of Loyola University Chicago and former chair of the Investment Committee. She is a trustee of Rush University Medical Center, co-chair of the Orthopedic Leadership Committee and member of its investment committee. Also she is on the National Association of Corporate Directors' Chicago Chapter board and co-chair of the Women Corporate Directors' Visionary Awards. She is also a member of the YWCA Metropolitan Chicago Impact Investing Advisory Board.

She holds an MBA from the University of Chicago and a BS from Georgetown University, and has completed director education programs at Harvard Business School and Stanford Law School's Directors College.