



William P. Gipson

**President, End-to-End Packaging Transformation
Chief Diversity Officer**

Retiring effective June 30, 2019

William is responsible for evolving P&G's packaging strategy across an increasingly complex array of products, markets, materials and consumer habits. Leading the company's efforts to step-change how P&G designs, develops and produces packaging, William works with each of P&G's ten business units to ensure rapid re-invention and scaled solutions are implemented.

William joined P&G in 1985 as a process development engineer in the Paper Research & Development group, growing to become a top innovation and R&D leader across P&G's largest business sectors. In addition to leading R&D as senior VP of the Beauty Sector, William was appointed Chief Diversity Officer in 2012, leading strategies to make P&G one of the most innovative, diverse and inclusive companies in the world. He is known for listening first-hand to employees' stories, giving him the insights to address diversity challenges and opportunities and to foster a culture where tough conversations in the workplace aren't avoided.

An engineer by training, William believes that tackling tough challenges requires facing reality. He engages others in that mindset to create superior products, packages and businesses that delight consumers while making P&G a workplace where everyone is valued, everyone is included, and everyone is performing at their peak.

Birthplace	Year	Positions Held
Montgomery, Alabama, U.S.A.	2017	President, End-to-End Packaging Transformation and Chief Diversity Officer
Education University of Alabama-Tuscaloosa, B.S. Ch.E., 1984	2015	Senior Vice President, Global Diversity and Research & Development (R&D), Asia Innovation Centers
	2013	Senior Vice President, Global Diversity and R&D Global Hair Care, Color and Salon Professional
Date Joined P&G January 7, 1985	2012	Senior Vice President, Global Diversity and R&D Global Hair Care, Color
	2011	Vice President, Global Hair and Personal Power R&D
	2008	Vice President, Family Care and Personal Power R&D
	2005	Manager, Global Family Care R&D

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William P. Gipson (cont'd)

Year	Positions Held
2002	Director, Global Bounty Product Development R&D, Family Care
1999	Director, Personal Health Care R&D
1997	Associate Director, Over the Counter-New Business Development R&D, ThermaCare
1995	Associate Director, Pampers, Latin America R&D, Venezuela
1994	Section Head, Pampers, Latin America R&D, Brazil
1993	Section Head, Pampers, Always, Hair Care, Latin America R&D, Brazil
1990	Section Head, Pampers, Latin America R&D, Venezuela
1989	Group Leader, Product Development R&D, Developing Regions, Pampers
1987	Group Leader, Product Development R&D, International Technical Coordination (ITC), Paper, Pampers
1985	Process Development Engineer R&D, ITC, Paper

Affiliations and Activities

University of Alabama, President's Cabinet, Member; STEM Path Advisory Board, Member

United Negro College Fund, Board of Directors, Member

Executive Leadership Council, Member

City Link, Board Member

Cincinnati, Agenda 360, Diverse by Design Team, Member