



DEBBIE PICKLE

SVP & CHIEF HUMAN RESOURCES OFFICER & CORPORATE AFFAIRS

Professional Experience

Debbie Pickle, Senior Vice President and Chief Human Resources Officer & Corporate Affairs, joined Williams in 2018.

Prior to joining Williams, Pickle served as Global Vice President of Human Resources for Koch Chemical Technology Group, LLC, a division of Koch Industries, Inc., since June 2013. In that role, she was responsible for supporting seven various engineering and manufacturing companies with approximately 5,000 employees in 26 countries in their strategic planning, organization development, acquisitions and divestitures, employment law, talent development, performance management, employee relations, compensation, and benefits efforts.

Pickle previously served as Global Director of Human Resources and Manager, Human Resources, for John Zink Company, also a division of Koch Industries; as well as Manager, Human Resources for Aircraft Fueling Systems.

Education

Pickle earned both a bachelor's degree in business administration and a bachelor's degree in psychology from the University of Arkansas. She also earned a master's in organizational dynamics in human resources management from the University of Oklahoma and is a certified professional in human resources.

Industry/Community Leadership

Pickle is a member of the Society for Human Resources Management and the Tulsa Area Human Resources Association. An active leader in the community, she serves on the Tulsa Community Foundation Board of Directors, the Tulsa Regional Chamber Board of Directors and the Advisory Council for Meals on Wheels of Metro Tulsa. In addition, she serves on the Performance Contracting, Inc. Board of Directors, where she is currently Chairman of the Compensation Committee and serves on the Ethics Committee.

