

LEADING SEISMIC CHANGE

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EVP, HR

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Paul Marchand joined Charter Communications as Executive Vice President, Chief Human Resources Officer in 2015. Mr. Marchand is responsible for all human resources strategies, policies and practices for more than 92,000 employees. He oversees all aspects of HR including recruitment, training and development, HR operations including payroll, HR shared services and HR systems, as well as compensation and benefits.

Mr. Marchand joined Charter from PepsiCo, most recently serving as Senior Vice President of HR for the North America Beverages organization. Earlier in his career he served in human resources roles at Merrill Lynch, JP Morgan, as well as the May Department Stores.

He received a BA in advertising from Syracuse University and a master's degree in organizational psychology from Columbia University.