



## J. Michael Williams

Senior Vice President, Chief Human Resources Officer

Mike has responsibility for the Corporate HR and Total Rewards organizations, which includes U. S. Steel's HR business partner support, learning & development, talent management, executive compensation, broad-based compensation, employee benefits, HRIS & HR analytics, HR shared services, payroll and the employee support center (HR STEEL Center).

Mike joined U. S. Steel in 2013 as the Director, Pension Operations & Benefit Shared Services. He was promoted to General Manager, Employee Benefits in 2014 and assumed responsibility of Total Rewards in 2016, when the Compensation and Benefits departments were merged under his leadership. In December 2022, he was promoted to VP & CHRO and held that role until he advanced to his current position in June 2025.

During his time at U. S. Steel, Mike has played a key leadership role in numerous large, organization-wide initiatives, including centralization of the company's benefits and HR services; vendor contract negotiations; implementation of numerous incentive programs; and delivery of fixed-cost initiatives. Mike also played a lead role in the 2015, 2018, and 2021 collective bargaining process with the USW.

Prior to joining U. S. Steel, Mike spent seven years at Alcoa (Pittsburgh, PA) in various leadership roles, culminating in leading their People Services organization (Employee Benefits, Payroll and HR Shared Services). Prior to Alcoa, Mike spent seven years at Hewitt Associates (Lincolnshire, IL) implementing large-scale benefit systems.

Mike earned his bachelor's degree (Finance & German) from James Madison University in Harrisonburg, VA. He has also earned a Masters of Science in E-Commerce Technologies from DePaul University in Chicago and an Executive MBA from the University of Pittsburgh. In 2019, Mike completed the Advanced Executive HR Program at the University of Michigan.