

## **Samantha Howland**

Chief People Officer

Gannett

As Gannett's Chief People Officer, Samantha Howland leads all aspects of the HR function for the organization, overseeing the Employee Value Proposition and Experience including Talent Acquisition, Total Rewards, Talent Development, Inclusion, Diversity & Equity, Labor Relations and the HR Business Partner organizations.

Samantha expertise as a strategic Human Resources Executive includes business leadership, strategic planning, and talent development, through which she has enabled more confident, effective, capable leaders for diverse organizations in transformation. She has demonstrated continued success in developing talent, HR programs and people experiences through a pragmatic, collaborative communication style. In aligning organizational plans, operating models and people programs, Samantha has helped companies meet strategic business needs while building a culture that drives measurable performance results.

Prior to joining Gannett, formerly GateHouse Media in 2018, Samantha served as Chief People Officer of Mobiquity, a digital engagement agency. She also previously served as Senior Managing Partner and Talent Practice Executive for Decision Strategies International. She received an A.B. in History, Spanish from Vassar College and an M.S. in Organizational Dynamics from University of Pennsylvania. She has authored numerous white papers, as well as lectured and developed curriculum for elite business school programs.