

Biography

Marie C. Waugh

Senior Vice President – Human Resources;
Environment, Health and Safety; Facilities; and
SUEZ North America Foundation
SUEZ in North America

Marie C. Waugh serves as senior vice president of human resources; environment, health and safety; facilities and the SUEZ North America Foundation for SUEZ in North America, a subsidiary of SUEZ. In this position, she is responsible for overseeing the company's nationwide human resources and health and safety strategies and programs.

Marie has over 20 years of experience and a proven ability to lead large scale and dramatic change, transforming, motivating and developing teams, successfully integrating processes and staff with business strategy.

Prior to joining SUEZ in North America, Marie served as director of human resources for Energy Transfer, a Houston-based company. She has directed both human resources and compensation departments at Fannie Mae and served as senior vice president of corporate human resources and employee relations at financial services giant Washington Mutual Corp. Marie began her career at JP Morgan Chase, where she started as assistant treasurer and grew into leading Chase Mortgage Servicing as senior vice president, human resources.

Marie serves as a board member for Hackensack University Medical Center-Pascack Valley, NJ and the Urban League of Broward County, FL. Marie is a member of the Society for Human Resources Management. She has also served as a board member of the Children's Hunger Alliance and Action for Children. Other affiliations include president of the Key Club, United Way Ohio and participating in Goodwill's capital campaign.

Marie holds a B.A. in business administration and marketing from Baruch College of New York.



Marie C. Waugh

Joined SUEZ
2013

Previous positions:
Energy Transfer

- Director of Human Resources
2010 – 2013

Washington Mutual Corp.

- Senior Vice President,
Corporate Human Resources &
Financial Services
2007 – 2010

Fannie Mae

- Director, Human Resources &
Compensation Departments
2006 – 2007

JP Morgan Chase

- Senior Vice President,
Human Resources
- Assistant Treasurer
1994 – 2006

Education:

B.A., Business Administration
B.A., Marketing