ExCo™ | Outperform.
Measurable Results. Leadership Impact.

Lenny Comma

Former Chairman & CEO
Jack in the Box, Inc.

Former Independent Director
Burger BossCo Holdings, Inc.

Independent Director
The Wills Group, Inc.

Operating Partner
The ExCo Group



Lenny Comma is an accomplished public company CEO and Board Director with over 35 years of leadership experience driving growth, leading transformation, and developing high-performing teams. He has a proven record of executing strategic and financial initiatives, navigating executive transitions, and building cultures that align with long-term business objectives.

Comma currently serves as an Operating Partner with The ExCo Group, where he partners with CHROs and CEOs to design systems-level approaches to leadership development.

Comma currently serves as a Board Director for The Wills Group, a family-owned convenience store, gas station, and car wash company, and sits on the board of the Rady School of Management at the University of California, San Diego. He is also a Mentor with The ExCo Group, where he advises senior executives on leadership and transition strategies. His previous board service includes Burger BossCo Holdings, Inc., parent company of Checkers and Rally's restaurants, as well as Big Brothers Big Sisters and The Jack in the Box Foundation.

Comma spent nearly 20 years at Jack in the Box Inc. (NASDAQ: JACK), culminating in his role as Chairman and CEO from 2014 to 2020. During his tenure, he led the company through critical inflection points—overhauling the business model, advancing the organizational structure, and reshaping the talent base, processes, and reward systems. As Chairman, he led the Board of Directors in strategic planning, succession decisions, and oversight of enterprise risk—ensuring leadership alignment with the company's long-term objectives and shareholder expectations.

Prior to becoming CEO, Comma served as President and Chief Operating Officer, responsible for company and franchise operations as well as for Menu Innovation, Marketing Communications, Consumer Intelligence & Analytics, and Internal Brand Communications.

He began his career at Mobil Oil, where he held roles in downstream marketing, operations, and financial analysis. After the ExxonMobil merger (NYSE: XOM), he became Regional Manager, leading a team that supported over 300+ franchisees across California, Nevada, and Arizona.

Comma received his Bachelor's degree in Finance from Drexel University and an MBA from Nova Southeastern University. He lives in California and is the proud father of three sons: Lenny, Jordon, and Cameron. In his free time, he enjoys spending time with his friends and family, golfing, hiking, going to the beach, and attending live music events.