

Judith Scimone

Former CHRO
Acadia

Former SVP, HR for U.S Business & Global Functions
MetLife



Judith Scimone is a seasoned executive with more than 20 years of experience in the human resources and talent spaces, spanning multiple industries, geographies, and functional areas. She has held significant global HR leadership roles in leading healthcare, technology, insurance, and financial services organizations, including Acadia Healthcare Company Inc. (NASDAQ: ACHC), MetLife (NYSE: MET), Johnson & Johnson (NYSE: JNJ), Google (NASDAQ: GOOG), and JPMorgan Chase (NYSE: JPM). Scimone is a respected leader who is known for driving innovative talent and culture strategies and is passionate about fostering inclusive cultures and building high-performing teams and organizations.

As Chief Human Resources Officer of Acadia, Scimone was responsible for overseeing the development and activation of a three-year HR roadmap with a focus on strengthening employee engagement, retention, talent acquisition, and people development efforts. In this role, she drove the advancement of diversity, equity, and inclusion strategies to help create a sense of belonging in the workforce. Scimone also helped elevate Acadia's reputation across key stakeholders, including community partners, referral sources and investors.

Scimone was previously at MetLife, where she served as Senior Vice President, Human Resources for U.S Business & Global Functions. Scimone oversaw the shaping of HR solutions by leveraging data, science, and technology that provided access to professional development across all levels of the organization. In these roles, she owned global responsibility for the full breadth of

culture and talent management across the company's workforce. Among her many notable accomplishments, Judith's leadership has resulted in improved talent operating models, a redesigned employee value proposition, enhanced recruitment strategies, strengthened diversity in leadership, and improved employee sentiment around inclusion. She joined MetLife in 2020 as Chief Talent Officer with global responsibility for talent attraction and development, talent assessment and mobility, leadership succession, performance management, and diversity and inclusion.

Earlier in her career, Scimone served in various HR and talent leadership roles, including Head of Talent Management, Global Pharmaceuticals at Johnson & Johnson; Director of Talent Management at Google; Director, Human Resources at Motorola; VP, Human Resources at Bank of America; and AVP, Learning & Development at JPMorgan Chase. She began her career as a Mechanical Engineer at General Electric.

Scimone holds a Bachelor of Science degree in Mechanical Engineering with a minor in Mathematics from Carnegie Mellon University and a Master of Business Administration degree from the Yale School of Management. While a native New Yorker, Scimone has also lived in Latin America and Asia. In her free time, Scimone enjoys engaging in community service and spending time with family. She enjoys cooking, music, and time with family, and Harley rides. Scimone currently resides in Franklin with her husband Joe and their loving pup.