

## **CIGNA Executives**

### **Charlene Parsons**

Vice President, Talent Optimization  
Human Resources and Services  
CIGNA Corporation

Charlene Parsons was named Vice President, Total Rewards for CIGNA Corporation in March 2004 with responsibility for establishing CIGNA's enterprise-wide Total Rewards program, which integrates four key components: career, returns, life and culture. She also is leading a multi-year business process outsourcing initiative within CIGNA's HR organization aimed at improving the efficiency and cost effectiveness of CIGNA's HR service delivery model. In March 2006, Parsons was chartered with leading the Talent Optimization Strategy of CIGNA which added Leadership Development, Recruiting and Staffing and CIGNA University to her portfolio of accountability.

Prior to joining CIGNA, Parsons served as Director of Global Compensation and Benefits for DuPont. Her background includes more than 20 years of diverse HR experience, including generalist and specialized compensation and benefits roles, as well as Board interactions with DuPont, Unisys and Provident Mutual Life Insurance Company. Parsons is a graduate of Rider College in Lawrenceville, New Jersey (B.A.) and Rutgers University in New Brunswick, New Jersey (MBA). She is a Board Member of the American Benefits Council, a Certified Compensation Professional through World at Work, and a frequent public speaker on Rewards Strategies. In 2007, Parsons was appointed to the Philadelphia Workforce Investment Board, an organization dedicated to promoting and enhancing the economic development strategies of the region.