



NICOLE GRAY

Senior Vice President &
Chief Human Resources Officer

Nicole Gray is Senior Vice President and Chief Human Resources Officer for The Goodyear Tire & Rubber Company. As the company's global human resources leader, Gray is responsible for evolving the role of Human Resources as a strategic enabler of the business, fostering a high-performance diverse and inclusive culture, and ensuring associate engagement.

Gray joined Goodyear in 2016 to lead the global labor and employment team in Goodyear's law department, and in 2019 moved to the Global Human Resources (HR) function where she demonstrated leadership across every area of HR on a global scale. Nicole's Goodyear journey includes pivotal leadership roles in the HR organization, navigating industry firsts and providing extensive experience designing and implementing human resource strategy, process and policy to enable workforce planning, manage risk and deliver business success. Gray was named to her current role in May 2024.

Prior to joining Goodyear, Gray was a partner at McDonald Hopkins LLC, where she worked with employers to address a variety of business and workforce matters, from litigation defense to talent strategy. Her extensive human resources and legal expertise also includes leading collective bargaining, managing corporate transactions, and advising senior executives. Gray received a Juris Doctor degree from The Ohio State University College of Law and a Bachelor of Arts degree in Political Science and Psychology from Boston College.