

Steven P. McKay

*Head of Global DCIO
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Mr. McKay is Head of Global Defined Contribution Investment Only (DCIO). He is responsible for the full breadth of Putnam's DCIO business, including Relationship Management, Business Development, National Distribution, and the largest DC recordkeepers and platforms. Mr. McKay is also a member of Putnam's Operating Committee and reports directly to Putnam President and CEO Robert L. Reynolds. He first served at Putnam from 2012 to 2014 and rejoined the firm in 2016.

Mr. McKay has over 25 years of investment industry experience. Prior to rejoining Putnam, he was Head of Large-Market Defined Contribution Sales at Empower Retirement from 2015 to 2016. In this role, he led the firm's distribution efforts in the \$50 to \$500 million market segment. Prior to Empower Retirement, Mr. McKay served in numerous leadership roles at Putnam, including as a Regional 401(k) Advisor Consultant and a National Sales Manager of Defined Contribution, where he oversaw all distribution efforts for the firm's defined contribution business. Earlier, Mr. McKay was a Divisional Vice President at The Hartford Retirement Plans Group from 2008 to 2012 and held several management and senior leadership roles at MFS Investment Management/MFS Retirement Services from 1993 to 2007.

Mr. McKay earned a B.A. from Salem State University.