

EXECUTIVE ADVISORY BOARD



Doug Koch

Chief Talent Officer
[Brown Shoe Company](#)

Doug Koch is the Senior Vice President of Human Resources and Chief Talent Officer for Brown Shoe Company, Inc. (NYSE: BWS), a \$2.3 billion retailer and wholesaler of footwear with operations worldwide. His current responsibilities include overseeing IT and the Company's Platform Optimization Plan initiatives.

Mr. Koch serves as a member of the Chairman's Executive Team and Strategic Council.

Mr. Koch oversees human resources, including organizational development, talent management, human resources administration, compensation, benefits, internal communications and employee relations for Brown Shoe Company and subsidiaries.

Mr. Koch came to Brown Shoe in 2000 serving his first two years as Senior Vice President of Human Resources for Famous Footwear. His background includes 26 years of experience in human resources with various companies including American Retail Group, The Sports Authority and Macy's Department Stores.

Mr. Koch is a graduate of Seton Hall University with a bachelor's degree in education. He serves on the Advisory Board of the University of Florida Center for Retail Studies and the Advisory Board for the McDonnell International Scholars Academy at Washington University in St. Louis. He is the advisory chairman for St. Louis Civic Progress Council's Executive Diversity Initiative: the Fellows Program.