



**Jeffrey L. Hammonds Sr.** is the Inclusion and Diversity (I&D) Manager in the Talent and Organizational Effectiveness organization at NiSource. He is currently responsible for the design and operations of the I&D strategy and tactical plans. This includes providing direction to seven Employee Resource Groups, 7 State I&D Councils with over 30 regional councils, as well as driving the I&D initiatives for the organization.

Jeffrey has been employed at NiSource since July of 2014 serving in an I&D capacity. He comes to NiSource from Battelle Memorial Institute where he served as the Diversity Consultant managing the diversity and inclusion efforts as well as the compliance of their Affirmative Action Programs.

Jeffrey is a member of the National Associations of Black Accountants, National Association of African American in Human Resources, and American Association of Blacks in Energy. Jeffrey currently serves on the advisory board for the African-American Leadership Academy and is a member of the Fundraising committee for Center for Healthy Families. Jeffrey is married to Priscilla Hammonds and has one son Jeffrey Jr. and two grandsons, Jeffrey III and Joshua.